MEVITAE

welocalize

Case study

About
Welocalize

Founded in 1997, Welocalize specializes in expert translation and localization services with the highest levels of accuracy and quality control for AIS, Technology, life sciences, and legal industries, including patents and litigation for over 2000 global customers. Welocalize achieves this by combining innovative quality management systems with vetted, experienced linguists, resulting in 300 million+ tasks processed annually, which are carried out across their global offices.

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Summary information

Welocalize accelerates the global business journey by enabling brands and companies to reach, engage, and grow international audiences. Specifically, Welocalize delivers multilingual language services, such as translation, localization, and transcreation for over 250 languages, with a growing network of over 250,000 in-country linguistic resources. By blending technology and human intelligence to collect, annotate, and evaluate all content types, Welocalize delivers high-quality training data solutions for NLP-enabled machine learning.

Welocalize already used Lever as their ATS, but in 2021, they wanted to implement a blind-recruiting plug-in. They tested a few platforms, and after careful consideration, they chose MeVitae. One of the reasons they were sold on MeVitae was its ease of use and automated nature, which streamlined the hiring process for hiring managers.

Over the last two years, Welocalize has used MeVitae's blind recruiting tool to screen over 15,000 CVs. As a result, not only has Welocalize seen a more diverse range of candidates applying for positions, but they have also seen an increase in diversity in the candidates securing positions.

Company overview:

Founded 1997

New York, US

Translation and Localization

2100+ employees

Challenges

A few years ago, Welocalize took steps to reduce bias in their recruitment process. They first implemented bias training and explored additional solutions to supplement it. That's when they came across MeVitae and their blind recruiting solution, which directly addresses hiring bias in the screening stage of the recruitment process.

Welocalize operates in a niche, female-led industry that requires unique skillsets and multilingual candidates. Therefore, it is crucial for the organization to have a diverse workforce to provide the best possible service to its clients. Languages are a vital aspect of Welocalize's business, and a diverse team can help the company to effectively communicate with clients from all around the world.

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Using MeVitae has been a game-changer for Welocalize. This innovative platform not only transformed our hiring processes, but ignited a keen interest in our managers, driving them to eagerly explore additional techniques to mitigate bias in the hiring process.
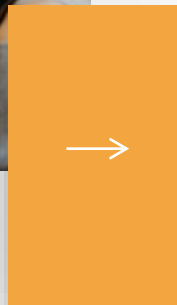
Javier Campos

Senior Global Talent Acquisition Manager

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Solution

After conducting thorough research, Welocalize found that MeVitae was the perfect solution to meet their hiring needs. MeVitae seamlessly integrated with their current ATS, Lever, providing a streamlined hiring process that allowed for instant and automatic screening of hundreds of documents without any changes to Welocalize's existing hiring process. In addition, MeVitae proved to be significantly more efficient and time-saving than manually reviewing the 700 CVs Welocalize receives monthly.

Implementing MeVitae was smooth and straightforward, as MeVitae was configurable to Welocalize's needs. This implementation involved training recruiters and hiring managers and ensuring they understood the purpose of blind recruiting while addressing any worries or concerns.

MeVitae's solution is used in collaboration with the gender decoder tool, jointly eliminating bias from the early stages of the hiring process. Employing these tools at the beginning of the hiring process has demonstrated effectiveness in attracting a more diverse pool of candidates.

Welocalize has found MeVitae's blind recruiting solution to be a valuable asset, primarily due to its ability to meet specific requirements. Notably, MeVitae has successfully addressed the need to streamline screening time, reducing it from an hour to instantaneous. Following the screening process, candidates are automatically transitioned to the 'Phone Screen' stage, allowing hiring managers to assess them anonymously. This innovation has significantly enhanced the efficiency of Welocalize's recruitment procedures.

Outcomes

Since implementing MeVitae's blind recruiting tool, Welocalize can confidently say the tool has helped provide opportunities to candidates with diverse backgrounds who would not have had the chance to progress otherwise. This is evidenced by a more diverse candidate pool progressing through the pipeline and securing roles within the organization.

Following a successful two years of collaboration, Welocalize has recently renewed its partnership with MeVitae for an additional two years. This decision demonstrates Welocalize's confidence in MeVitae's capacity to effectively screen and source the right talent, irrespective of individual characteristics. This partnership extension also signals Welocalize's unwavering optimism regarding the future of diversity, equity, and inclusion within their organization.

MEVITAE

To learn more about how MeVitae can help your team, visit https://www.mevitae.com/ or contact us at hello@mevitae.com.