Stanford eCorner

Recruiting and Hiring

Larry Page, *Google***; Eric Schmidt,** *Google*

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Video URL: http://ecorner.stanford.edu/videos/1080/Recruiting-and-Hiring

A large amount of time is spent in the hiring process at Google because the company is serious about employing only the very best people. Because of the high profile of the company, they receive over a thousand resumes a day, according to co-founder Larry Page and CEO Eric Schmidt. Many hires result from these resumes, but only after comprehensive reference checks.

Transcript

I should say by the way that after seeing the way we hire people, I am amazed that I've got through the filter. I don't think I will make it at this point. Oh, at least you acknowledged that you made the right decision with me. What's interesting about Google and the questions that are addressed to you which we sort of do it together is, "How much time is spent recruiting people?" I first met Larry and Sergei--Larry I met in a panel and then Sergei called me up to do a reference on somebody I had worked with at Sun who Google subsequently hired. Normally when you get a reference check it's like, "Yeah, they worked for you, what were they like?" and so forth. Well Sergei talked to me for 45 minutes about Wayne and I discovered that they had been talking to Wayne for four months and they were scheduling to make a decision in a months' time because they had more references to check and Wayne has been very successful. It shows you that the quickest way to determine whether you're serious about recruiting is how much time you spend on it. I think we do benefit from having a high profile and once again we're doing things that matter to people help you and we've got over a thousand resumes a day. And so we do hire a fair number of people from those resumes, less than one per day so it's not necessarily that helpful but you want to make sure you've got large feelers on everyone.