# Stacey Tarasiuk halves hiring time to build AI talent pipeline at Exa



In the rapidly evolving landscape of artificial intelligence, discussions often revolve around algorithms, computational power, and vast datasets. Yet, a crucial element that drives advancements in this sector often goes unnoticed: the people behind the technology. At Exa, a burgeoning startup redefining search methodologies in a post-ChatGPT world, Stacey Tarasiuk stands as a pivotal figure in building this essential human infrastructure.

Initially joining Exa as one of its first twelve employees, Stacey took charge of developing a comprehensive People function from the ground up. In her inaugural year, she demonstrated exceptional capability, successfully scaling the workforce from just 11 to 30 employees, all while ensuring that the quality of new hires remained uncompromised. Working closely with the company's founders and engineering leads, she restructured the hiring process, reducing the average time-to-hire from 45 days to an impressive 18 days. Remarkably, during this expansive phase, the company experienced no voluntary departures, a significant achievement given the fierce competition for top talent in the AI sector.

A significant element of Stacey's success lies within Exa's unique recruitment strategy, notably the "48-Hour Researcher Loop." This innovative pipeline allows the company to evaluate PhD-level candidates comprehensively within just two business days. By employing role-specific rubrics tailored to deep-learning and retrieval experts, alongside asynchronous coding challenges that reflect Exa’s vector-search stack, the approach ensures swift talent acquisition. Frequent decision-making huddles are scheduled to maintain momentum, leading to improved offer acceptance rates and the successful recruitment of leading researchers from prestigious institutions.

However, the challenge of recruiting top-tier engineers extends beyond mere acquisition; retaining this talent is equally vital. In response, Stacey collaborated with Exa's Chief of Staff to develop "Culture OS 1.0," a set of people-focused systems designed to foster alignment and motivation as the team continues to grow. This initiative includes onboarding sprints, which compress ramp-up times to just a week, and an integrated feedback mechanism via Slack that allows for real-time visibility into team dynamics. Celebratory rituals—ranging from themed contests to social gatherings—have also been introduced to cultivate a sense of community and shared purpose among employees. The feedback has been overwhelmingly positive, with many team members reporting a heightened sense of belonging.

As the company looks toward the future, its search API aims to cater to a global clientele, necessitating groundwork that Stacey has already begun to establish. This includes compensation matrices adjusted for cost-of-living across three continents and streamlined immigration processes for international hires. Automated compliance systems ensure that the operational side runs smoothly, enabling the team to concentrate on product development—a strategic move in the competitive AI landscape.

The importance of talent in driving AI innovation cannot be understated. By integrating robust People Operations with the same diligence accorded to software engineering, Stacey has successfully transformed hiring and workplace culture into key competitive advantages for Exa. As she now seeks to extend the 48-Hour Loop to Go-To-Market roles and promote internal upskilling sessions, the focus remains on ensuring that as Exa scales, its culture remains intact and vibrant.

In an arena often fixated on technical parameters and computational resources, Stacey Tarasiuk highlights a crucial truth: the real leverage in AI continues to stem from the human element and the effective systems that empower them to excel.

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2. <https://www.digitaljournal.com/business/how-ai-is-shaping-the-way-we-work-and-collaborate/article> - This article discusses how AI is transforming business operations by enhancing team collaboration and efficiency. It highlights the role of AI in streamlining people operations, improving decision-making, and building stronger teams. The piece features insights from Stanislava Tarasiuk, known as Stacey, who focuses on using AI to optimise workflows and employee engagement. At Exa, a San Francisco-based startup, she employs AI-powered tools to automate candidate sourcing, track applicant progress, and match skills with job requirements, thereby reducing time-to-hire and ensuring better candidate-job alignment.
3. <https://ua.kestria.com/en/insights/global-ai-in-executive-search-enhancing-efficiency-speed/> - This article explores the integration of artificial intelligence in executive search processes, highlighting its impact on enhancing efficiency, speed, and transparency. It discusses how AI simplifies the identification, search, and contact processes, aiding in minimising human bias during initial screenings. The piece also covers specific areas improved by AI, such as the creation of job descriptions, resume filtering, and automation of routine tasks. Experts from Kestria share their perspectives on how AI supports routine tasks in executive search, allowing consultants to focus more on client and candidate engagement.
4. <https://www.techrecruit.io/calendar/2023/2/16/techrecruit-live-the-future-of-talent-intelligence> - This event, TechRecruit LIVE: The Future of Talent Intelligence, features discussions on the evolving role of AI in talent acquisition. It includes insights from Chris Acton, a Talent Intelligence Program Manager formerly at Amazon, who partners with senior talent acquisition leaders to deliver market intelligence across the US and Canada. The event also highlights the work of Stacey Broadwell, CEO of TechRecruit, who has over 15 years of experience in designing effective recruitment solutions and has launched the 'TechRecruit' conference to educate recruiters and highlight industry trends.
5. <https://exa.ai/?ref=monkeyai> - Exa is a San Francisco-based startup re-imagining search for the post-ChatGPT world. The company offers a Web Search API and AI Web Researcher tools designed to enhance search capabilities. Exa's Websets feature allows users to find and enrich data across various domains, including sales, recruiting, and market research. The platform provides powerful use cases that leverage search, such as summarising news, company research, and research assistance, aiming to streamline information retrieval and analysis processes.
6. <https://websets.exa.ai/?trk=public_post_reshare-text> - Exa's Websets is a platform that enables users to find and enrich data across various domains, including sales, recruiting, and market research. The platform offers a curated list of companies and individuals, providing detailed information such as company size, website, tech stack, and more. Users can explore different sectors, including B2B, healthcare, and consumer industries, to identify notable companies and spot articles, research papers, and more, facilitating comprehensive market research and data enrichment.
7. <https://eightfold.ai/learn/no-more-detours-how-to-streamline-your-hiring-practices-with-talent-intelligence/> - This article discusses how to streamline hiring practices using talent intelligence. It features insights from Stacy Gramza, Talent Acquisition Manager at Foley, and Michelle Fichtl, Director of Organizational Development at Foley, who share their experiences in optimising hiring processes. The piece highlights the challenges faced in traditional hiring workflows and how modern skills-based hiring strategies powered by talent intelligence can help find the right people faster, reduce bottlenecks, and keep businesses running efficiently.