

General Thoughts

Interviews are prioritized based on your screening score foremost. It's an objective measure, the questions have direct applications, and it should circumvent any unintentional biases I may have. Candidates with full-season availability are also prioritized over candidates with partial-season availability (although I will interview some of the partial-season top scorers on the screening). Beyond that, I might make small bumps in priority due to other circumstances, such as academic achievement (e.g. elite school, pursuit/attainment of a Master's, etc.), specific skillsets (IT, stats, and other skills), or relevant experience.

2017-2018 Screening

Results and answers from the 2017-2018 screening can be found here:

https://docs.google.com/spreadsheets/d/1M3PvFUx2uuFWa-93PSeexdZin00Rw44hE3bh_v7BVT0/edit

Timeframes

November

The hiring process begins. If you're interviewed in November, you scored at least fairly well on the screening and applied early.

Winter Meetings

Typically, my priority at the Winter Meetings is recruiting as many people as possible to fill out the online screening. I'll interview a few of the top scores on the screening but only a couple of people. If you're at the Winter Meetings and haven't set up an interview, there's a good chance you're still being considered. Again, if I haven't been in touch, you haven't been ruled out.

December

At this point, there will still be a lot of new people taking the screening. If you're interviewed during this time, you scored at least fairly well on the screening and you applied at least fairly early. I'm still setting up interviews for this time.

January

I will be conducting interviews throughout the entirety of January. There may be a few late applicants on the screening, but this is when I'll do the bulk of my interviewing. I'll be sending out offers and rejections throughout the month.

Early-mid February

I'll be sending out the last of my offers and rejections at this point. By around Valentine's Day, my focus will have shifted almost entirely towards getting prepared for the season. Around this time, I'll send out answers to the online screening, explanations, and summary data.

A Note on Rejections

Most rejections won't occur until January or February. You *will* be contacted either way. With the rolling nature of applications and long process, you likely won't hear from us for a significant period of time. Please don't send repeated inquiries about your candidacy unless you have a pressing concern (e.g. you have an offer for another position).