The Buzzing Business Brain

A Recruitment Case Study

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Abstract

The Buzzing Business Brain (BBB) is a rare species but highly sought for. It is found to have a highly interconnected economic lobe, allowing it to outperform others in sales and business development tasks. The investigated specimen operates flawlessly in German and English. Its self-dependent nature is accompanied by a drive for fairness, allowing it to excel in customer relationships as well as in communication within the team. Interestingly, its neuronal firing rates also show an exceptional pattern for any technological input. This bundle makes it the perfect adaptation for functions at a software corporation with the mission to ensure the education of creative writers and thinkers.

Keywords: Impact, Freedom, Diversity

Introduction

A habitat for the Buzzing Business Brain (BBB) to thrive is a prospering Tech company developing cutting-edge algorithms and user interfaces for full-text analyses. Therein the software PlagScan (SaaS) is on a mission to set THE universal standard for plagiarism checking [1] , in order to enable a fair and objective evaluation of scientific and commercial text content. Copyright regulations currently undergo an unpreventable evolution - and PlagScan's technology has the power to be an integral part of ensuring copyright in that digital future. The team's headcount today is fifteen people being easy-going but downright ambitious. Their work is helping more than half a million users every month.

The BBB is naturally searching for demanding and diverse tasks. Working with a team soaked with the tech-gene excites its synapses and its intrinsic curiosity makes it want to be involved in as many company matters as possible. Doing 'business as usual' does not make it buzz, but rather the stimulation with challenges of adapting to new

situations and excogitating solutions, which actually come to live by its own thoughts!

Methods

Participants
In this project, the one and original BBB (a codename is used), found in the ocean of talents, is investigated.

Procedure
In this case study, we took all of the habitat's requirements and applied a multi-dimensional approach to the investigation. The BBB transmits its specifications to job@plagscan.com, where the Team of PlagScan (TOPS) evaluates and moves forward to invite the heavy buzzing candidates to the Cologne office [2].

Equipment
To determine the final grade of buzz, eventually, an old-fashioned examination with questions and cognitive tests will lead the assessment. The final grade of buzzing is measured qualitatively by three TOPSies.

Results

The BBB drives the continuous development of PlagScan's sales strategy and turns ideas into action with a thoughts-on mentality. In that context, it spots out trends and opportunities on which basis the sales processes are being adapted. The BBB addresses support requests with utter patience and diligence employing its real-time processing power.
A common trait of the BBB is project management, as in organizing and moderating internal as well as external workshops. Constantly perceiving the nature of these inputs it creates a sound base of knowledge to make decisions, which will cause a sustainable increase in operating profit.

Processing tenders in German and English come naturally to the BBB. Occasional traveling for conferences or onsite partner and customer relationship management excite its circuits.

Table 1: Overview of time spent per task set (T1-T4)

Subject	N	Time (in %)	Grade
BBB (T1)	1	40	direct sales and support
BBB (T2)	1	30	design and execute BuzzDev actions
BBB (T3)	1	20	partnership network management
BBB (T4)	1	10	other Internal assignments

In numbers, this is how the different task sets distribute across the average workday (Table 1). Any other tasks that may not be listed now, shall be added later with mutual consent.
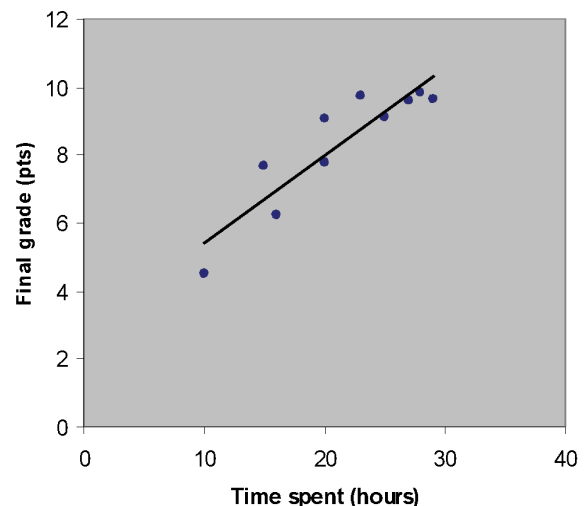
Figure 1: Relationship between the amount of time spent at PlagScan (x-axis) and the final grade of buzzing (y-axis). The black line represents the trend [3].

Discussion

The results clearly show, that there is a strong relationship between the BBB's success and many of the following traits.

Native German and excellent English (other languages are a plus since PlagScan operates globally [4]).

Great interest in IT in general and a basic understanding of software development. Basically, it does not hurt, if the BBB has a nerd trait [5].

Credibility – excellent education and communication skills allow it to come across as knowledgeable and professional to an academic audience.

Service mentality: Customers are our kings and as an advocate of customer requirements you bring along the empathy to listen to their needs and represent them during an internal discussion

Great analytical thinking, target specific action, and excellent administrative skills.

Being a matcher [6] shows to be an important predictor for BBB's compatibility with TOPS.

Acknowledgments

The BBB acknowledges starting as soon as possible on a full-time plan with a salary yet to be negotiated. Beyond the salary, the BYOD (or PickYourOwnDevice) policy, monthly train ticket [7], free drinks and free lunch days (including home-cooked meals), as well as frequent team events, make the BBB buzz even heavier!

References

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