

The 72-Hour Hiring *Loop*.

The exact workflow Urudex uses to ship a hand-vetted shortlist in three business days — adapted for in-house hiring teams.

Most hiring fails *before the interview.*

The default workflow – post the job, sift the inbox, schedule rounds – wasn't built for senior hiring. It optimizes for volume when senior roles need signal.

This playbook documents the loop Urudex runs internally on every brief we accept. It's **the workflow, not the people**. In-house hiring teams have used the same loop with their own networks to compress senior hiring from 8 weeks down to 2.

It has four stages, in this exact order. Skip one and you'll feel it in the shortlist quality.

72h FROM BRIEF TO SHORTLIST	93% OF BRIEFS LAND ON TIME	4.2 AVG. CANDIDATES PER LIST
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Four stages. *No filler.*

Each stage has a fixed time budget. The loop only works if stages don't bleed into each other.

STAGE 01 · DAY 0, HOUR 0

The intake call.

Fifteen minutes. No forms, no questionnaire. The hiring manager describes the role, the seniority, the stack, what the first 90 days look like, and one thing the previous candidates were missing.

STAGE 02 · DAY 0-1

The targeted pull.

The recruiter goes directly to the network. No public posting. Six to ten names are surfaced, each with a one-line fit rationale. The hiring manager doesn't see them yet.

STAGE 03 · DAY 1-2

The internal screen.

20-minute conversations with each candidate. Confirm interest, availability, stack depth, and one situational question relevant to the brief. Filter to 3-5.

STAGE 04 · DAY 3, HOUR 0

The shortlist hits the inbox.

Three to five profiles, with screening notes, fit rationale, and salary expectation. The hiring manager picks who to interview. Loop closes.

Three things that *add weeks*.

In-house teams adopting this loop hit three failure modes most often. All three are solvable in the brief itself.

VAGUE BRIEF

"We need a senior backend engineer" isn't a brief. "Senior backend engineer, Go + AWS, who can lead the migration off DynamoDB and pair daily with two mid-levels in the Buenos Aires squad" is. The more specific the brief, the smaller the pull, the better the screen.

TOO MANY DECISION-MAKERS

If five people need to sign off on the shortlist, you don't have a 72-hour loop. The recruiter and the hiring manager run the loop. Everyone else interviews after.

HIDDEN CONSTRAINTS

Compensation band, time-zone hard requirement, ramp expectations – all need to be on the table at hour 0. Surfacing them in stage 03 forces a restart.

ADOPTION NOTE

Teams without an active senior network will find stage 02 hard. The loop assumes the recruiter can go directly to names, not browse a board. If you don't have a network yet, that's the part to build first – or the part to outsource.

ABOUT URUDEX

Or have us *run the loop*.

Urudex runs this loop on every brief we accept. If you'd rather plug into a network that already has stage 02 covered, send the brief. We respond within one business day.

URUDEX.COM · HIRE@URUDEX.COM