

## Technical Hiring

18 Days to Hire

54 Days to Fill

98% Acceptance Rate

4.8% Withdrawal Rate (after CC)

## Non-technical Hiring

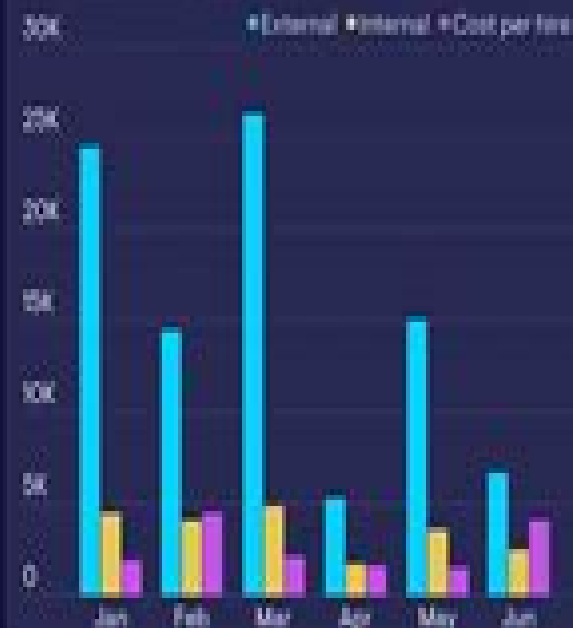
23 Days to Hire

37 Days to Fill

100% Acceptance Rate

4% Withdrawal Rate (after CC)

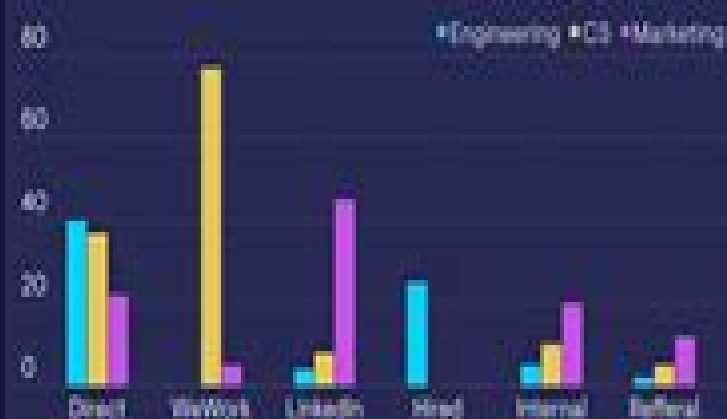
## Recruitment Costs YTD



## Current Hiring Pipeline

Role	Lead	Applicant	1st int.	2nd int.	Final	Offer
Sr Backend Engineer	3	0	2	2	1	1
Frontend Engineer	4	7	5	1	0	0
Marketing Manager	0	23	9	0	0	0
CS Champion	2	35	7	14	3	0

## Top Hiring Sources Q2



# Recruiting Effectiveness Dashboard Tm

**William A. Howatt, Maria A. Newport**



## **Recruiting Effectiveness Dashboard Tm:**

Human Resource Management Talya Bauer, Berrin Erdogan, David Caughlin, Donald Truxillo, 2023-09-04 Human resources is rapidly evolving into a data rich field but with big data comes big decisions The best companies understand how to use data to make strategic workforce decisions and gain significant competitive advantage Human Resource Management People Data and Analytics Second Edition introduces students to the fundamentals of talent management with integrated coverage of analytics in every chapter Features tied to SHRM competencies and data exercises give students hands on opportunities to practice the analytical and decision making skills they need to excel in today s job market Whether your students are future managers or future HR professionals they will learn best practices for managing talent across the lifecycle in the changing workplace This title is accompanied by a complete teaching and learning package Learning Platform Courseware Sage Vantage is an intuitive learning platform that integrates quality Sage textbook content with assignable multimedia activities and auto graded assessments to drive student engagement and ensure accountability Unparalleled in its ease of use and built for dynamic teaching and learning Vantage offers customizable LMS integration and best in class support It s a learning platform you and your students will actually love Assignable Video with Assessment Assignable video available in Sage Vantage is tied to learning objectives and curated exclusively for this text to bring concepts to life LMS Cartridge Import this title s instructor resources into your school s learning management system LMS and save time Don t use an LMS You can still access all of the same online resources for this title via the password protected Instructor Resource Site Shaping an Integrated Delivery Network Connie R. Curran, 1999 You will learn specific practical techniques for coordinating clinical care facilitating communication across the system measuring performance controlling costs enhancing revenue and partnering with physicians Ed *The Health Service Journal*, 2008 *Backpacker*, 2007-09 Backpacker brings the outdoors straight to the reader s doorstep inspiring and enabling them to go more places and enjoy nature more often The authority on active adventure Backpacker is the world s first GPS enabled magazine and the only magazine whose editors personally test the hiking trails camping gear and survival tips they publish Backpacker s Editors Choice Awards an industry honor recognizing design feature and product innovation has become the gold standard against which all other outdoor industry awards are measured *50 Minute: Effective Recruiting Strategies* Ron Visconti, 2004-01-01 Online Recruiting and Selection Douglas H. Reynolds, John A. Weiner, 2009-07-15 In Online Recruiting and Selection Reynolds and Weiner provide an accessible introduction to implementing and operating Web based tools for hiring in organizations Discusses recent trends and their implications for new advancements in the field of technology based hiring Explains key factors for developing an effective recruiting website choosing the right assessment tools and designing integrated talent acquisition systems Discusses issues such as the proper environment for deploying tests and other assessments the implications of global access and data security and privacy policies Reviews regulations and professional standards for measurement and personnel selection

including new rules governing the treatment of Internet job applicants the Standards for Educational and Psychological Testing and the Principles for the Validation and Use of Personnel Selection Procedures **Improving the Effectiveness and Efficiency of Recruiting** United States Accounting Office (GAO), 2018-06-21 Improving the Effectiveness and Efficiency of Recruiting 3 Elements for Effective Recruiting-Vol. 8b William A. Howatt, Maria A. Newport, 2009-05-01 If a key to an organization's success is its talent does it make sense to position the activity for replacing talent as a simple action of interviewing new candidates How can a company find the right talent without knowing clearly what it needs without having a clearly defined job description that spells out the specific core competences for the function without a strategic recruiting process for hiring the right person the first time The reality is too many organizations fail to make recruiting a priority and waste resources on ineffective hires There's a tendency for some companies to assume that the job descriptions stored in their HR databases and trundled out whenever someone leaves or when senior management decides to expand a business are gospel despite the lack of any current organizational or job analysis Is it conceivable then that the recruitment process in many organizations is invalid or unreliable for both measuring employee effectiveness and finding the right talent the first time 3 Elements for Effective Recruiting is Volume 8b of the Howatt HR Consulting Talent Management Series that has been developed to promote strategic talent management considerations One core element in hiring the right talent the first time is a recruiting strategy that's aligned to the organization's needs It should take into consideration factors such as on boarding On boarding is a strategic program to assist new hires to learn fit into the organizational culture and develop relationships with employees These are important factors for influencing employee satisfaction and driving retention and productivity The three elements in this book provide leaders with core considerations for effective recruiting strategic planning and process and implementation Dr William A Howatt is CEO of Howatt HR Consulting Inc a strategic human resources management company that focuses on assisting companies to gain a significant competitive edge by minimizing risk to their workforce and focusing on attraction and retention Maria A Newport is President of Newport O Connor [www.newportoconnor.com](http://www.newportoconnor.com) a retained executive search and HR consulting firm that helps its global management and information technology consultancy clientele search for select and hire top talent to lead and grow their organizations in the US UK and Australasia

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