

Hiring Service Level Agreement

Instructions for Recruiting:

Use this resource to establish a good working relationship with hiring managers early in the recruiting process. Bring this agreement to your initial conversation with the hiring manager to discuss and complete together after you have scoped the position. **Delete this text before presenting to hiring managers.**

Instructions for Hiring Managers:

Setting expectations upfront and codifying them in writing provides accountability and mutual commitment between you and your recruiter. Please use this Service Level Agreement early in the recruiting process. If upon your review you have no changes, sign the bottom to indicate that you agree to adhere to the agreement. If you have feedback on the document, contact your recruiter.

This agreement is for the requisition of position:	
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Timelines	
Task	Target Completion Date
Job posting	
Upfront screening/recruiter interviewing	
Interviewing	
Final hiring decision	
Offer acceptance	
New hire start date	
New hire at full productivity	

Schedule Barriers		
Barrier	Recruiter	Hiring Manager
Out-of-office dates		
Other (e.g., workday considerations, non-hiring-related deadlines)		

Ongoing Communication	
Standing check-in date, time, and place:	
In the recruiter's absence, contact:	
In the hiring manager's absence, contact:	

Priorities and Trade-Offs	
Please rank the importance of each priority from 1 (least important) to 3 (most important)	
Quality of hire (finding the right candidate)	
Cycle time (filling the position quickly)	
Cost (filling the position cost-effectively)	
Describe trade-offs discussed	

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IM Harris



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