

Technical Hiring

18 Days to Hire

54 Days to Fill

98% Acceptance Rate

4.8% Withdrawal Rate (after CC)

Non-technical Hiring

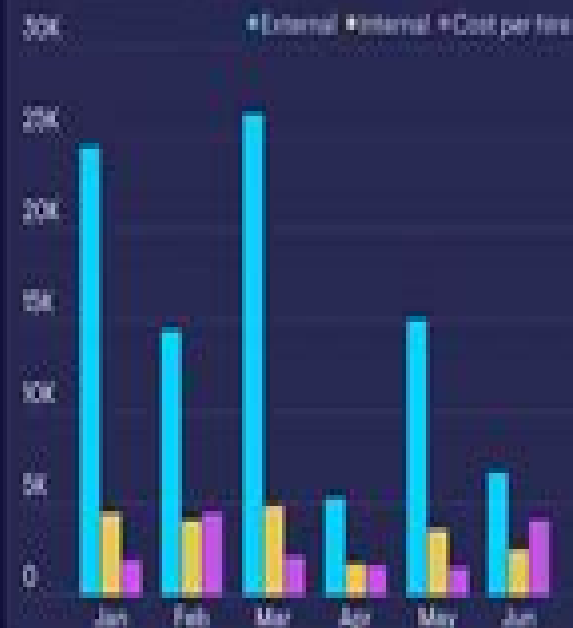
23 Days to Hire

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 **OECD Reviews on Local Job Creation Employment and Skills Strategies in Ireland** OECD,2014-03-27 Employment and Skills Strategies in Ireland focuses on the role of local employment and training agencies in contributing to job creation and productivity This report looks at the range of institutions and bodies involved in employment and skills **Dictionary of Occupational Titles** ,2003 *Current Research in Britain* ,1985 The Adoption and Effect of Artificial Intelligence on Human Resources Management Pallavi Tyagi,Naveen Chilamkurti,Simon Grima,Kiran Sood,Balamurugan Baluswamy,2023-02-10 Emerald Studies In Finance Insurance And Risk Management 7B explores how AI and Automation enhance the basic functions of human resource management The Health Service Journal ,2008 **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 *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 **Science**

Citation Index ,1992 Vols for 1964 have guides and journal lists Dictionary of Occupational Titles ,2003 This is a supplement to the Occupational Outlook Handbook in which it defines the O Net codes in detail referenced in all occupations listed in the OOH with over eight times as much job data **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 Weinerprovide an accessible introduction to implementing and operatingWeb based tools for hiring in organizations Discusses recent trends and their implications for newadvancements in the field of technology based hiring Explains key factors for developing an effective recruiting website choosing the right assessment tools and designing integratedtalent acquisition systems Discusses issues such as the proper environment for deployingtests and other assessments the implications of global access anddata security and privacy policies Reviews regulations and professional standards for measurementand personnel selection including new rules governing thetreatment of Internet job applicants the Standards forEducational and Psychological Testing and the Principlesfor the Validation and Use of Personnel SelectionProcedures Lean Recruitment (Effective Recruiting Strategy) Ade Asefeso MCIPS MBA,2018-03-04 Lean is a principle we have adapted with great success within our own business and has formed the basis of recommendations to our clients to maximise efficiencies and streamline processes within their recruitment process This book outlines how you might use lean to do more with less within your recruitment process This book is used to remind ourselves again the core idea of Lean is to maximize customer value while minimizing waste Simply lean means creating more value for customers with fewer resources We looked at how you can streamline your recruitment processes by accommodating lean thinking into your recruitment process in this book Recruiting Top Talent Barrett Williams,ChatGPT,2025-02-13 Unlock the secrets of the recruitment world with Recruiting Top Talent your ultimate guide to mastering the art and science of hiring in today s dynamic job market This insightful eBook takes you on a journey to understand and navigate the complexities of modern talent acquisition Dive into Chapter 1 as it explores the evolving talent landscape offering a fresh perspective on workforce demographics and the impact of technology on recruitment Learn how employer branding can significantly influence your hiring success In Chapter 2 discover strategies to define and track key recruitment metrics Understand how to analyze candidate sources effectively ensuring your pipeline is filled with top quality candidates Refine your approach with Chapter 3 s tips on crafting job descriptions that capture attention Discover how to maximize the effectiveness of job boards and platforms while harnessing the power of social media to reach potential hires Explore Chapter 4 to unlock the untapped potential of passive candidates utilizing innovative outreach strategies and nurturing long term relationships Enhance every candidate s journey in Chapter 5 with insights on improving the application process maintaining clear and effective communication and creating a positive interview experience Leverage the cutting edge tools discussed in Chapter 6 to streamline recruitment using technology and automation including ATS and AI Embrace inclusivity with Chapter 7 s guide to

implementing diverse hiring practices overcoming biases and ensuring an equitable evaluation process Chapters 8 and 9 are designed to help you build an effective recruitment team and scale your hiring practices to meet rapid growth demands without compromising on quality Dive deeper into employee retention in Chapter 10 focusing on onboarding engagement strategies and continuous development opportunities Finally look ahead with Chapter 15 s foresight into future trends preparing you for automation remote work and the gig economy Recruiting Top Talent is your comprehensive resource to not only attract but also retain the brightest minds in your industry Transform your hiring strategy and stay ahead of the competition today

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.newport-oconnor.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

Internal Recruitment Paul Myers,2019-10-15 Why do we all get recruitment so wrong There s no big secret to recruitment It s simply the process of identifying a vacancy analysing the requirements attracting and engaging with talent reviewing applications screening shortlisting and hiring the

best candidate And yet we seem to be somewhat incompetent at doing it Through his own 20 years of experience and talking with HR business leaders recruiters and recruitment managers Paul Myers believes that general apathy laziness and a misunderstanding of what s important in recruitment has led to the current standards of recruitment In today s world there is more and more frustration and anger experienced by candidates and berating a recruitment as a profession sometimes specifically recruiters and their companies on a regular basis has now become a sport The education of recruiters HR professionals and operational leaders hiring managers has been replaced by an over indulgence in technology and tools that are designed to make the process more efficient The introduction of Internet for making information and data widely available AI for enhancing and speeding up the sourcing part of recruiting and automated tools for creating and managing recruitment process more efficiently are a welcome addition however it s clearly not working from the candidate perspective Technology is not the key thing that makes you and your company successful in hiring talent your people are In this book you will learn how thinking and acting on the basic foundations in recruitment will ensure better success in hiring talent for your business Imagine what your business could achieve if you significantly increased your recruitment efficiency and performance If you re a recruiter recruitment leader HR manager or business leader hiring manager or anyone who is involved in the recruitment process this book is for you

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