

Time-to-fill is getting out of control. Recruiters and HR are under enormous pressure to hire faster, but that's easier said than done.

If you're ready to streamline your recruiting process, here are 5 ways to make that happen.



#1

Polish Up Your Careers Page

A great first step is to make your careers page completely irresistible to candidates. The more this page impresses candidates, the more applicants you get, and the faster you can make quality hires.

The #1 mistake companies make on their careers page is they forget to give candidates a reason to care.

Don't just talk about your benefits. Go a step further and describe why your company **MATTERS**. Talk about how candidates can impact their community, advance their career, and drive real results at the organization.

Last but not least, showcase why someone should work for **YOU** instead of any other company.

Do Whatever You Can to Provide an Amazing Candidate Experience

We all have room for improvement when it comes to candidate experience. A negative candidate experience not only means applicants will ghost the process, it also means they won't refer any colleagues, friends or family.

Keep your application and hiring process fast and be respectful of candidates' time. Ask your team to go through the application process themselves and note anything that's very time-consuming, frustrating, or could be eliminated.

Make sure your recruiters are engaged through every step of the process. It's better to check-in too often than not enough!

#2

#3

Leverage Data to Identify Opportunities

One great way to slash time-to-hire is to collect data on your process.

Look at average time-to-fill numbers for candidates from different sources. Compare referred candidates to applicants to sourced candidates. Which is fastest – and how can you get more of them?

Furthermore, track how long each step in the hiring process takes. How many days on average pass between interviews and offers, application and interviews, etc.?

Find your bottlenecks and brainstorm ways to make these processes flow smoothly.

Build Tomorrow's Pipeline Today

One of the best methods to reduce your time-to-hire is to plan ahead.

Interview department leaders across the organization. Find out who they expect to hire several months from now.

Next, start building connections and sourcing candidates in that line of work. The stronger your talent pipeline when the reqs come in, the shorter your time-to-fill.

#4

#5

Think Outside the Box to Source More Candidates

A major limitation on time-to-hire is your access to candidates. If you're looking for candidates on LinkedIn and job boards like everyone else, you'll be severely limited here.

For many candidates, Github, Upwork, and other freelancing platforms are a gold mine. This is a great way to not only find candidates but review their work experience and skill set. You can easily find candidates for your specific roles.

You can also join groups focused on your target profession on LinkedIn, Facebook, MeetUp, and other social networks. The goal is to think outside the box!

It's Time to Slash Time-to-Hire

As a recruiter, you can add tremendous value to your business by recruiting in a time-efficient manner. If you're looking for more solutions on how to recruit faster without sacrificing quality of hire, schedule a consultation with our team today.



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