

PART 3:

Getting Insights to Source the Best Talent



Summer of Sourcing



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Your Speakers



Dionna Smith Keels
Strategic Global Enterprise
D&I Executive at
PowertoFly



Lauren Roberts
Assoc. Director of
Talent Acquisition at
The Muse



Lorna Hagen
Chief People Officer at
Namely



Caitlyn Metteer
G&A Recruiter at
Lever

Moderator

#SummerofSourcing

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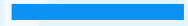


AGENDA



- Tips to getting insights into your hiring goals
- Proving the value in your sourcing strategy
- Key recruiting benchmarks to think about
- Ways to think through measuring team performance

Insights to Hiring



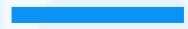
Step 1

Tips to Getting Insights Into Your Hiring Goals

- *Think carefully about what the future of your organization should look like*
- *Have bi-monthly talent reviews*
- *Talk about impact and return on investment for each hire*



Proving Value in Your Sourcing Strategy



Step 2

NEW! Lever Benchmarks for 2019 Hiring

29

days for
time-to-hire

40%

increase in sourced hires
after using Lever Nurture
for 6 months

19%

reduction in average
time-to-hire for sourced
candidates

Sourcing Provides an Opportunity for D&I

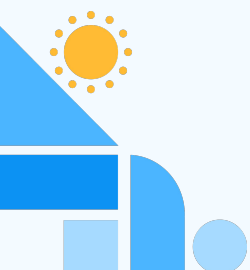
- *Through proactive sourcing*
- *Writing inclusive job (or impact) descriptions*
- *Providing unconscious bias training for every recruiter*
- *Naming bias when you see it come out during the hiring process*
- *Measuring how you're doing*
- *Using demographic data and diversity metrics to adjust your strategy moving forward*



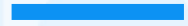


PANEL QUESTIONS

How do you speak to the value in sourcing, especially as it relates to driving a diverse and inclusive workforce?



Recruiting Benchmarks



Step 3

NEW! Lever Benchmarks for 2019 Hiring

109

applicants
to make one hire

43

sourced candidates
to make one hire

12

referred candidates
to make one hire

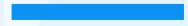


PANEL QUESTIONS

What recruiting benchmarks do you look at overall?



Measuring Performance



Step 4

Key Metrics of the Talent Relationship Lifecycle

Sourced candidates are more than 2x as efficient to hire.

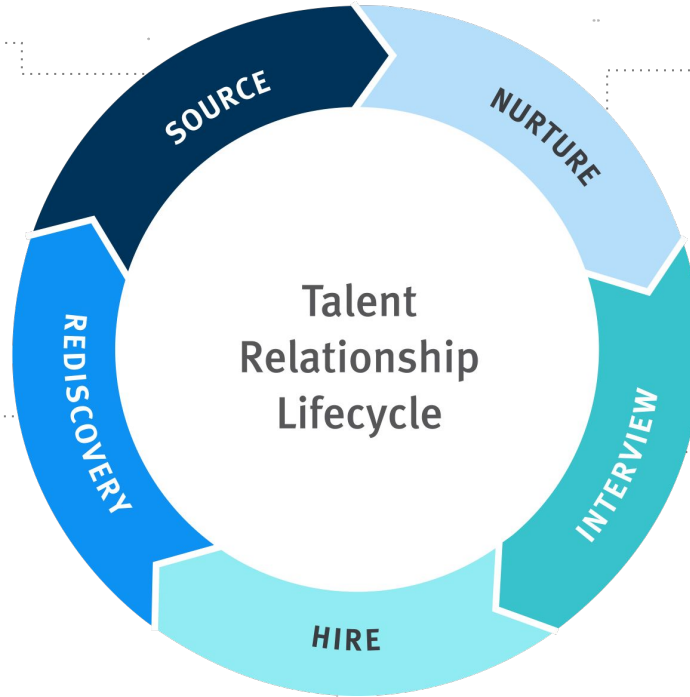
It only takes an average of 43 sourced candidates compared to 109 applicants to make a single hire.

Internal hiring is the easiest, quickest, and most cost-effective way to hire.

Hiring internally (14.7% hire rate) is almost twice as efficient as hiring referrals (8.5% hire rate).

On average, 65% of candidates who receive offers accept.

Business development candidates have the lowest offer acceptance rate at 55.6%, followed by engineering candidates at 58.5%.



Response rates jump 3x with a multi-touch email strategy.

Average response rates increase to 46% when sending a 6-email nurture campaign.¹

Often, 30-40% of onsite interviews lead to an offer.

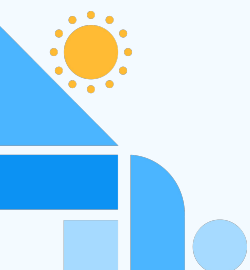
Sourced candidates make it to a phone screen 70% more on average than applicants.

³ Versus a one-touch campaign.



PANEL QUESTIONS

What recruiting metrics are you most focused on to measure team performance around sourcing?



Live Q&A

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