



REDUCE TIME TO HIRE

HIRING THE RIGHT TALENT IS HARDER THAN EVER – AND IT’S TAKING A TOLL. ACCORDING TO CAREERBUILDER RESEARCH:



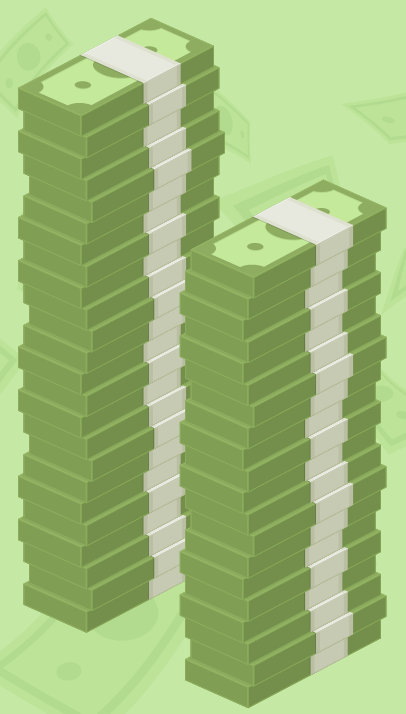
50%

of employers have open positions for which they can't find qualified candidates.



57%

have jobs that stay open for 12 weeks or longer.



Extended vacancies cost companies an average of more than \$800K annually.

Use this infographic to reduce your time to hire –and save money in the process.



OPTIMIZE YOUR JOB POSTINGS FOR MAXIMUM RESULTS BY...



- **Using keywords.** Try Google AdWords or Google Trends to find relevant keywords.
- **Including location.** Most job seekers search for jobs by location.
- **Using video.** It can engage candidates AND boost search engine rankings.
- **Standing out.** Avoid generic phrases that sound like every other job posting. Be original!



DID YOU KNOW...

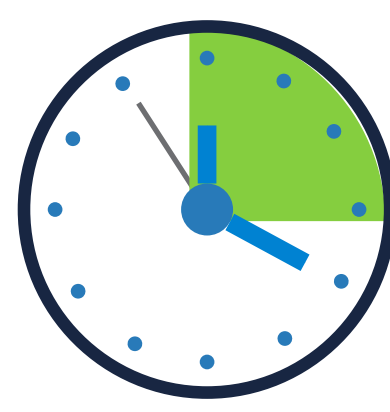
on average, companies that use CareerBuilder Job Postings shorten their time to fill by 5 days and reduce their cost-per-hire by \$1000?

SOURCE SMARTER.

Combine Boolean search methods with a tool like Resume Database, which uses semantic search to deliver

2x more results on average.

INTEGRATE YOUR HR SOFTWARE.



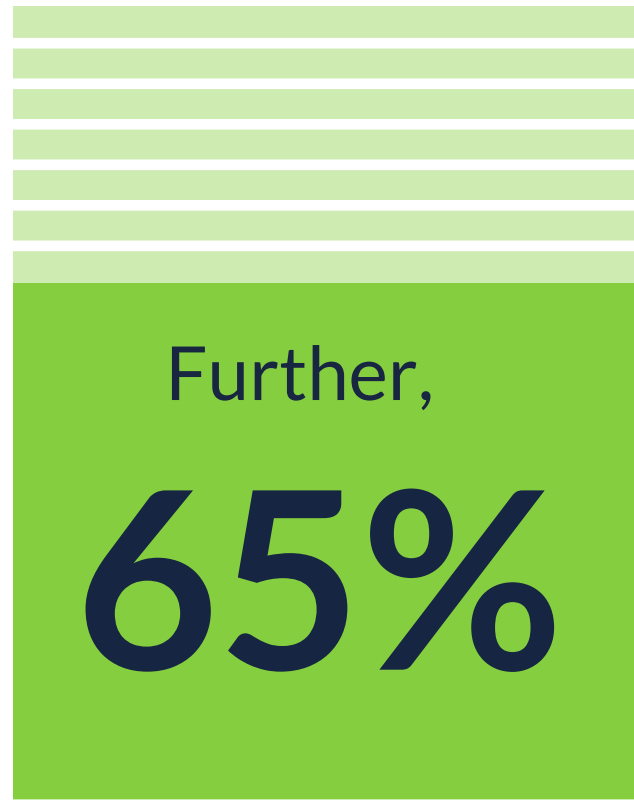
25% of HR managers spend 5 hours or more

logging in and out of systems to source candidates for one job. Invest in a platform that enables one login for multiple functions.

CREATE A MOBILE-FRIENDLY CANDIDATE EXPERIENCE.

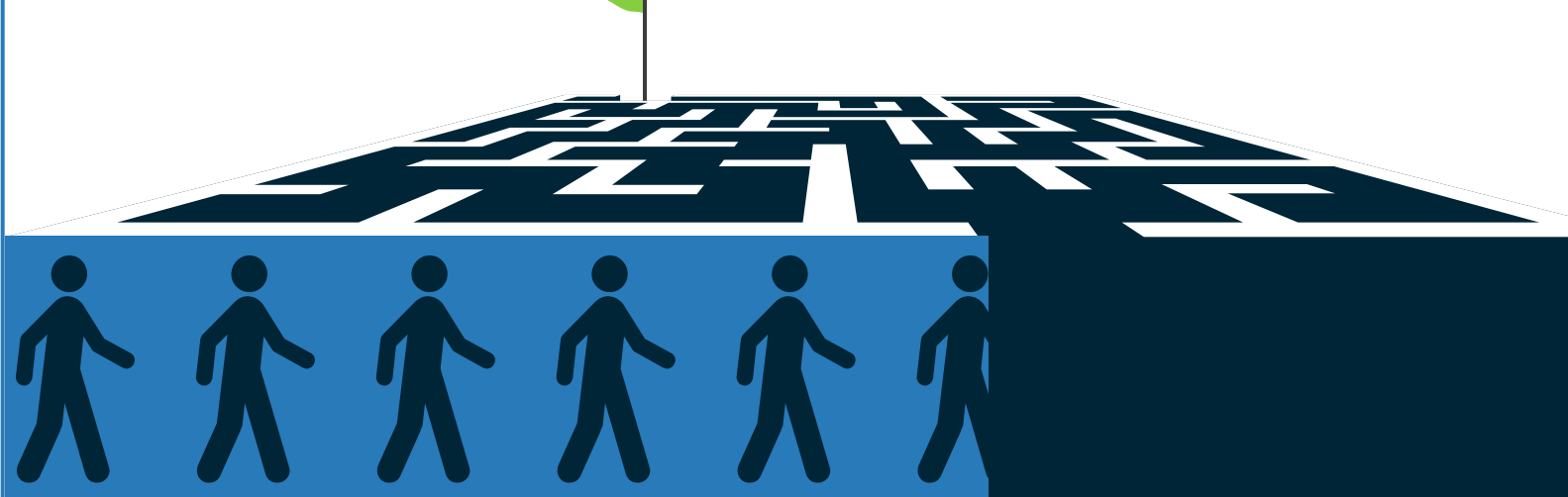


of HR managers saw bigger drop-off rates when their ATS was not mobile-optimized.

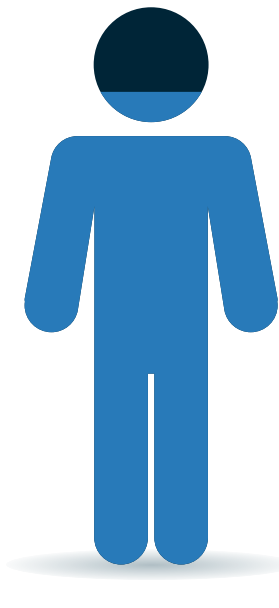


Further, **65%** of job seekers who can't apply via a mobile device rarely return to finish the application.

SIMPLIFY THE APPLY PROCESS.



60% of job seekers have abandoned an online application they felt was too long or complex.



86% of job seekers feel the apply process should take 10 minutes or less.

SUBMIT

DID YOU KNOW...

companies that allow job seekers to apply directly on Careerbuilder receive 3x the applications of those who direct job seekers to their career sites?

RECRUIT YEAR-ROUND.

74% of employers who recruit throughout the year have reduced their time to hire;

46% lowered their cost per hire.



TAKE ADVANTAGE OF TALENT NETWORKS.

Invest in a platform that enables you to automatically re-engage candidates in a ready-made talent pool (like CareerBuilder's Talent Network) – and fill positions more quickly!



41%

of companies don't re-engage previous candidates – often because they lack the time to do so.

