Hiring the right talent is harder than ever — and it's taking a toll. According to CareerBuilder research:

50% of workers were open for new opportunities.
57% had already been 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 keywords.
- Including location: Most job seekers search for nearby locations.
- Using videos: Recruit candidates AND boost search engine rankings.
- Showing pay: Avoid generic phrases that found you in every other job posting. Second-guess!

Did you know...
- On average, companies that use CareerBuilder’s targeted job postings save their time to hire by 90 days and reduce their cost-per-hire by $1000?

Source smarter. Combine Boolean search methods with a used Bio Resume Database, which uses semantic search to deliver more results in less time.

Create a mobile-friendly candidate experience.
- 25% of HR managers spend 6 hours or more digging in and out of systems to source candidates for one job.
- 1/3 of HR managers say bigger drop-offs occur when the ATS was not mobile-optimized.

Further...
- 65% of job seekers who can’t apply via a mobile device easily return to finish the application.

Integrate your HR software.
- 60% of job seekers have abandoned an online application if they felt it was too long or complex.
- 86% of job seekers find the application process should take 10 minutes or less.

Submit...
- 31% of companies that allow job seekers to apply directly receive 40% more responses to the applications of those who directly apply.
- 46% lowered their cost-per-hire.

Recruit year-round.
- 74% of employers who recruit throughout the year have reduced their time-to-hire.

Take advantage of talent networks.
- 41% of companies that tie-engage previous candidates often because they lack the time to do so.
- 1/3 of companies that tie-engage previous candidates do it more quickly.
- 50% of employers have open positions for which they can’t find qualified candidates.

Thanks for sharing this infographic. If you need any further assistance, feel free to reach out.