

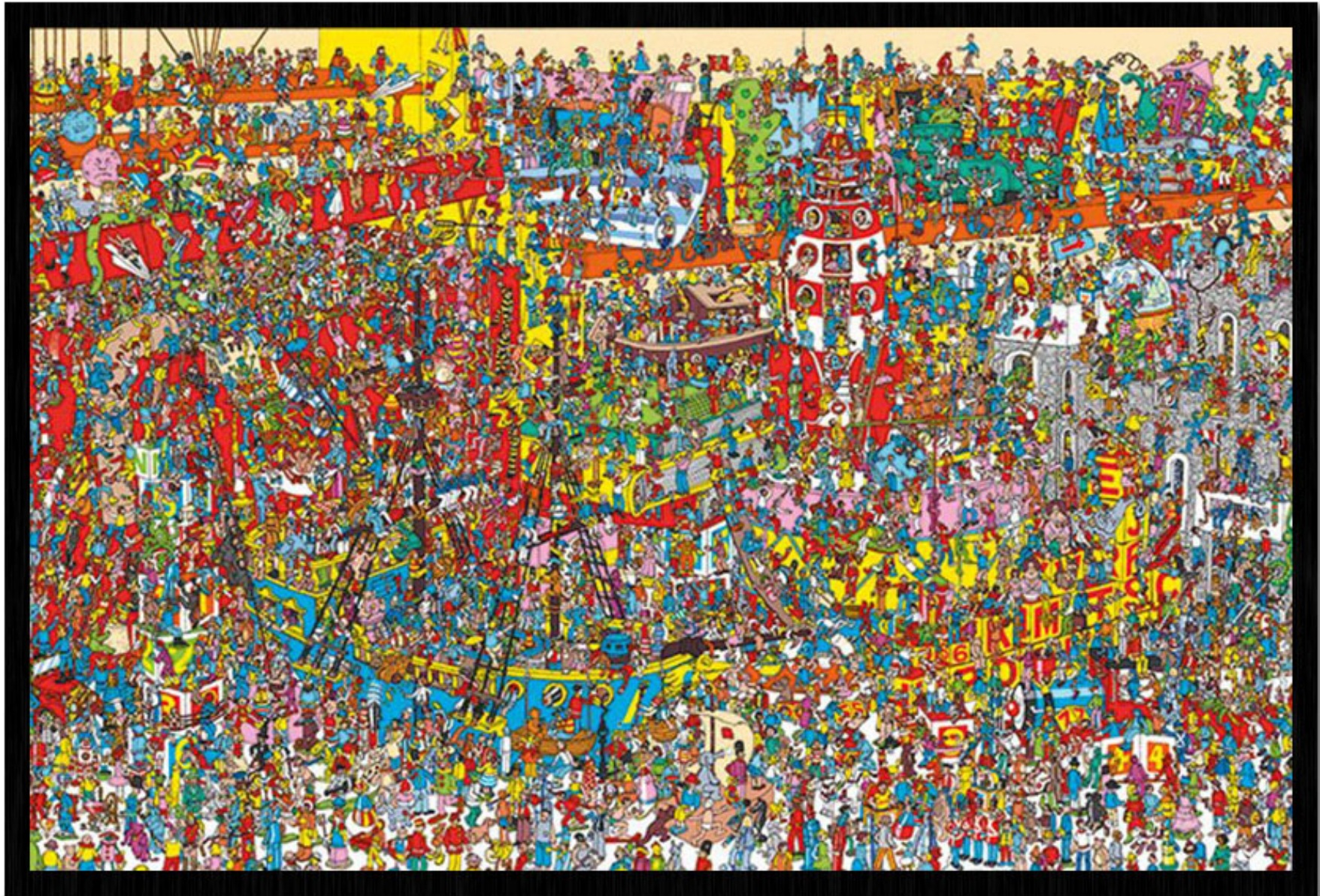
Analytics in the Boardroom

Success by Numbers

With...

OnRecruit

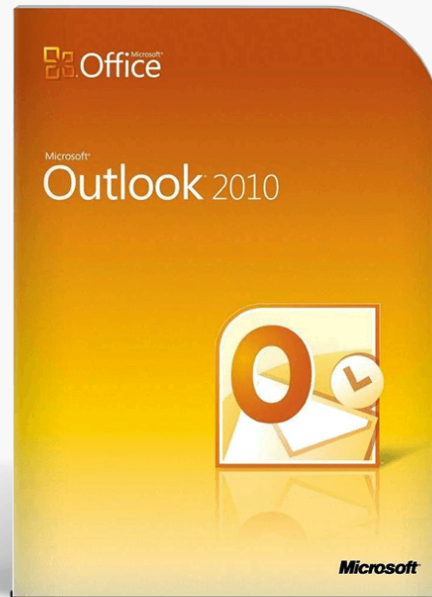
In the beginning...



The Recruitment team...



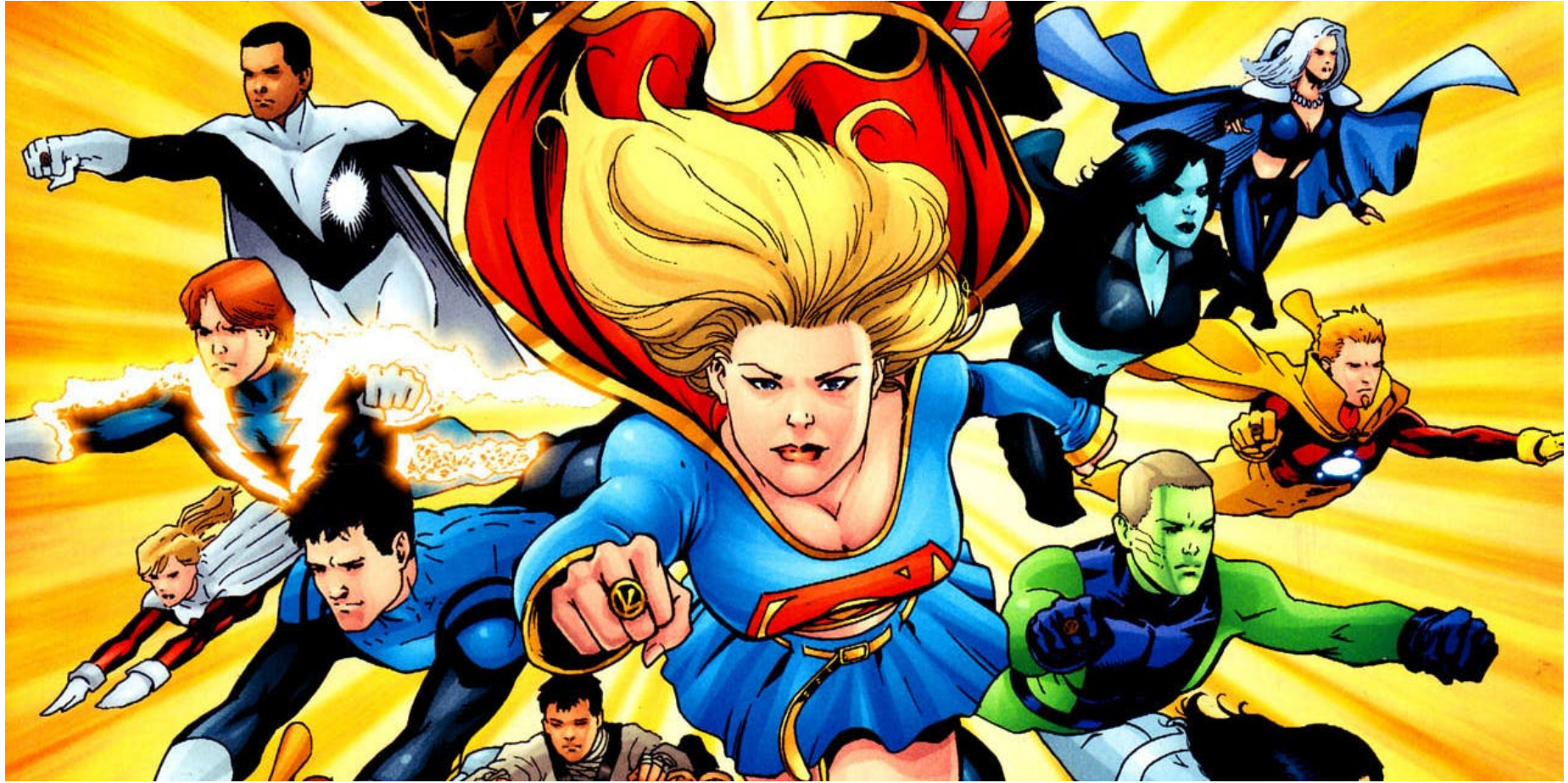
The ATS



The Hiring Community



So I hired a team...



...I implemented a system



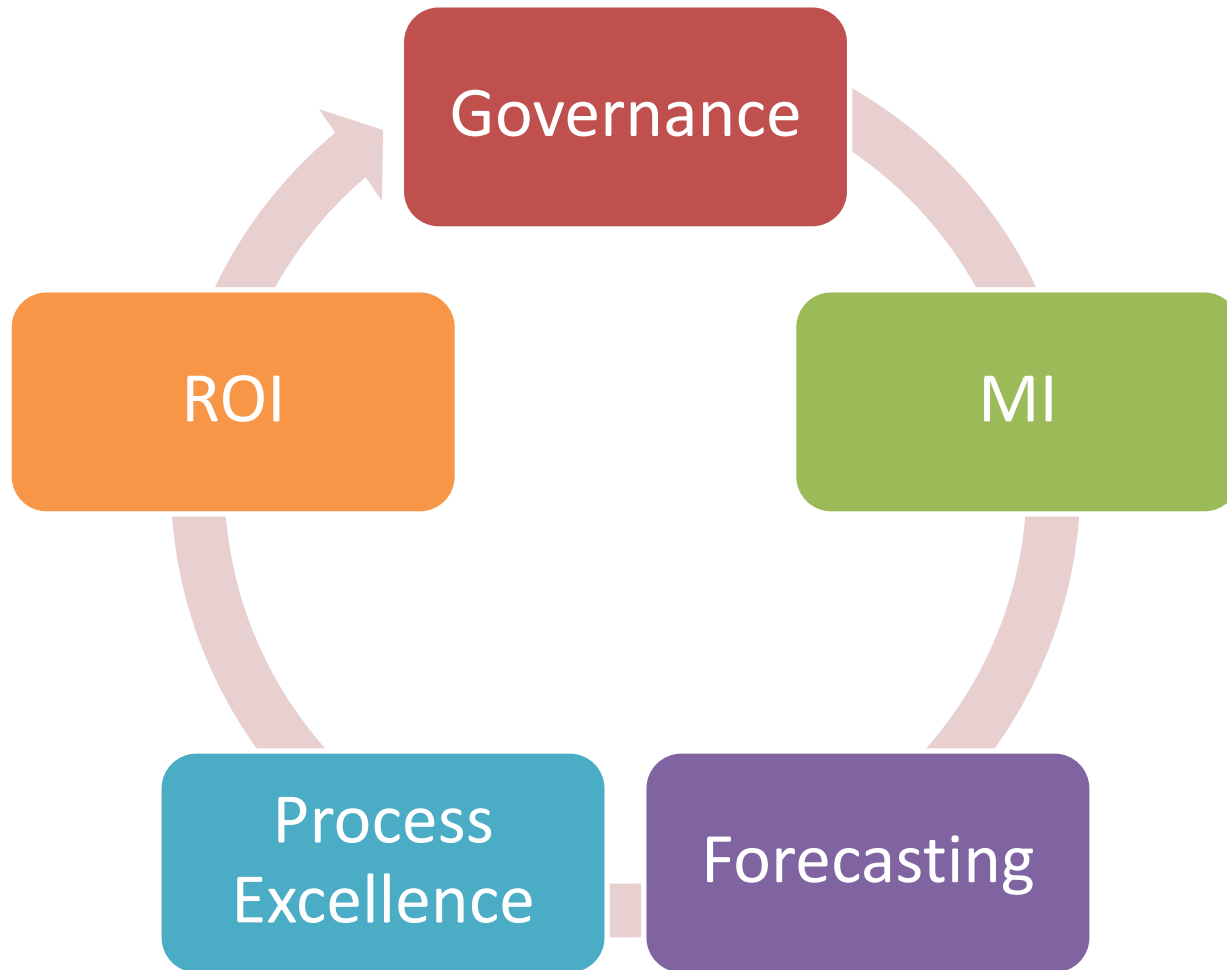
...and created some love



Now we have Data!



What does a Board want?



Case study: Org Design

= Hiring Process *

Org

Internal

Office *

↳ How many direct reports

Dublin ▼

Internal

↳ This is below idea

Site Reference

IE0001 ▼

Internal

↳ Management Span

High Cost location - does this need to be based here? *

Internal

How many direct reports does this role manage? *

Yes (business case required) ▼

How many direct reports does this role manage? *

Please select

Please select

None

1 to 2

3 to 4

5 to 6

7 or more

If Yes, why and what other options were considered? *

How many direct reports does this role manage? *

Management Span

Business Case

Management Span Business Case *

Case Study: Contractors

Non-Employee	Approval Chain	
Contractor	Please set chain type to select approvers	
Budget (numl	<input checked="" type="radio"/> Sequential approval	
450	Approval requests are sent in an order that you can configure.	
How and from	<input type="radio"/> Parallel approval	
allocated? *	Approval requests are sent to all approvers at once.	
Project We	Select an approver ▼	
Is Contract ne	1 Named User	DD Div. Finance Director
New Contr	2 Named User	TD Transformation Director
Assignment E	3 Named User	CT Contractor Team
31/12/2018		

Case Study: Office Space!

4. Schedule and share

Hi Peter,

Your report is ready. Click "Access report" to download the report file. You may be asked to authenticate if you aren't currently logged into SmartRecruiters.

Report name: Office Occupancy

Report file generation date: 9/14/18, 11:25 AM

Access report

Save & Run

Save only

Cancel



How to use the insights of
the full candidate journey
in the boardroom

The objective is to attract & hire more candidates

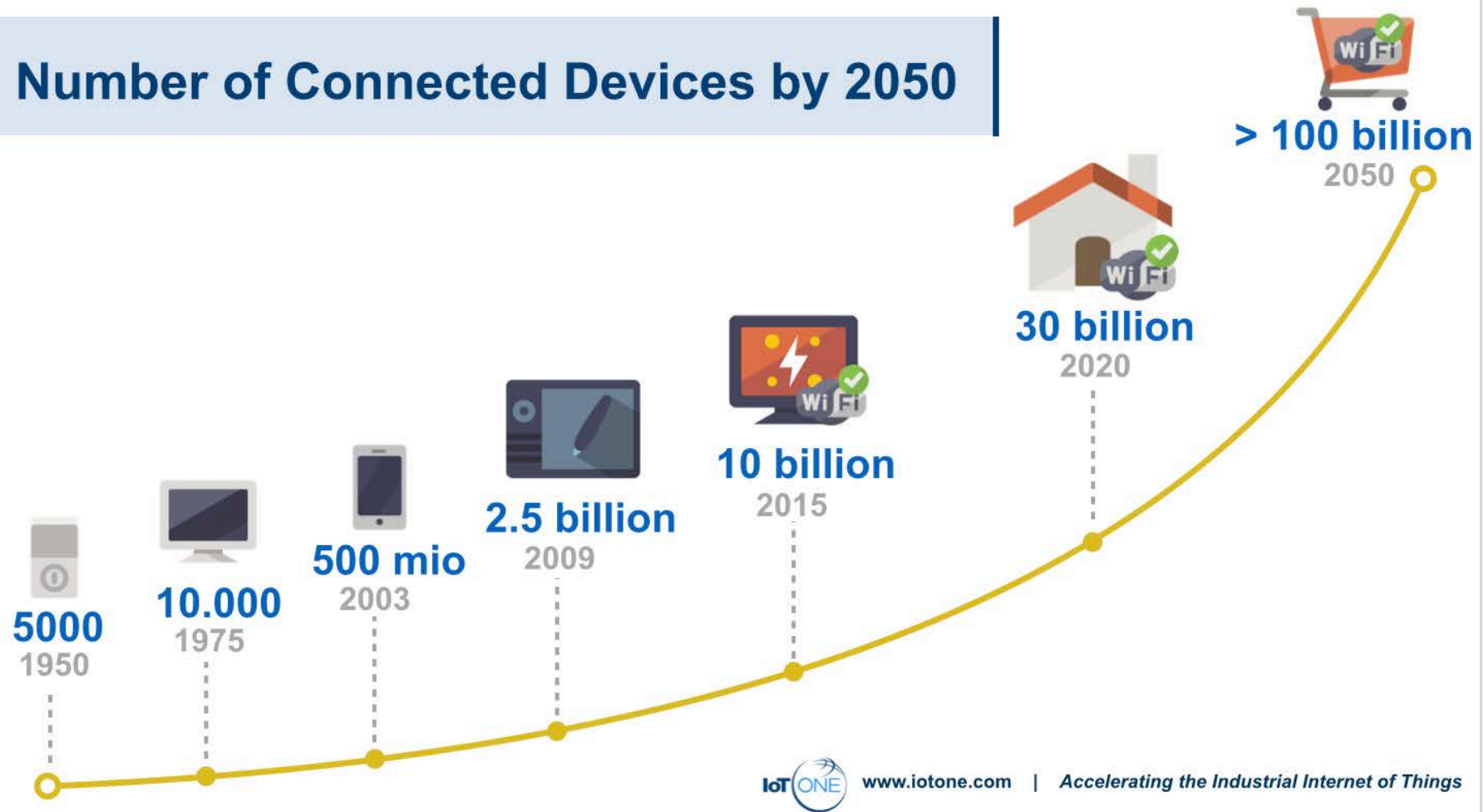


Challenge: Understanding what quality candidates do & where they are

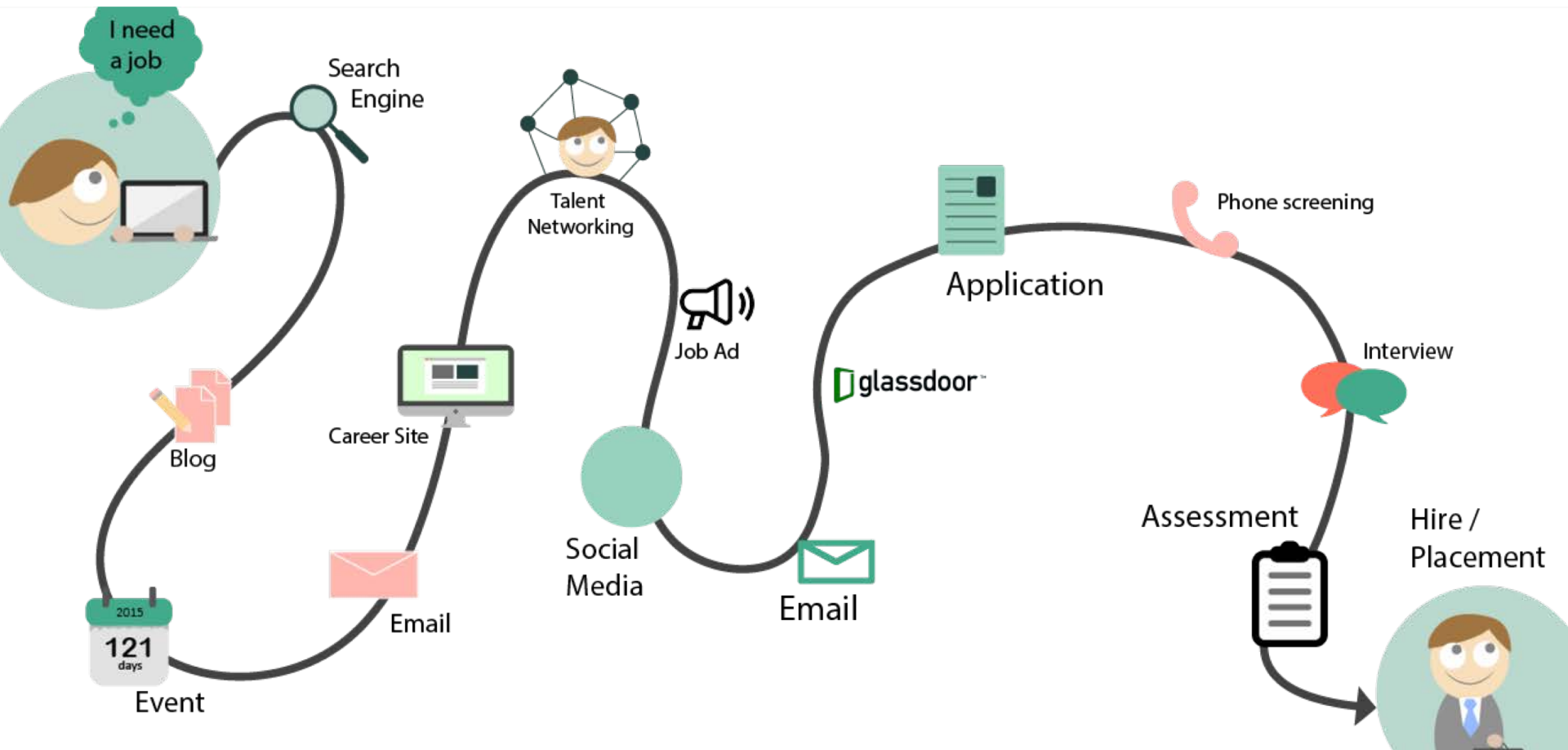


Job search and orientation is shifting to online channels ...

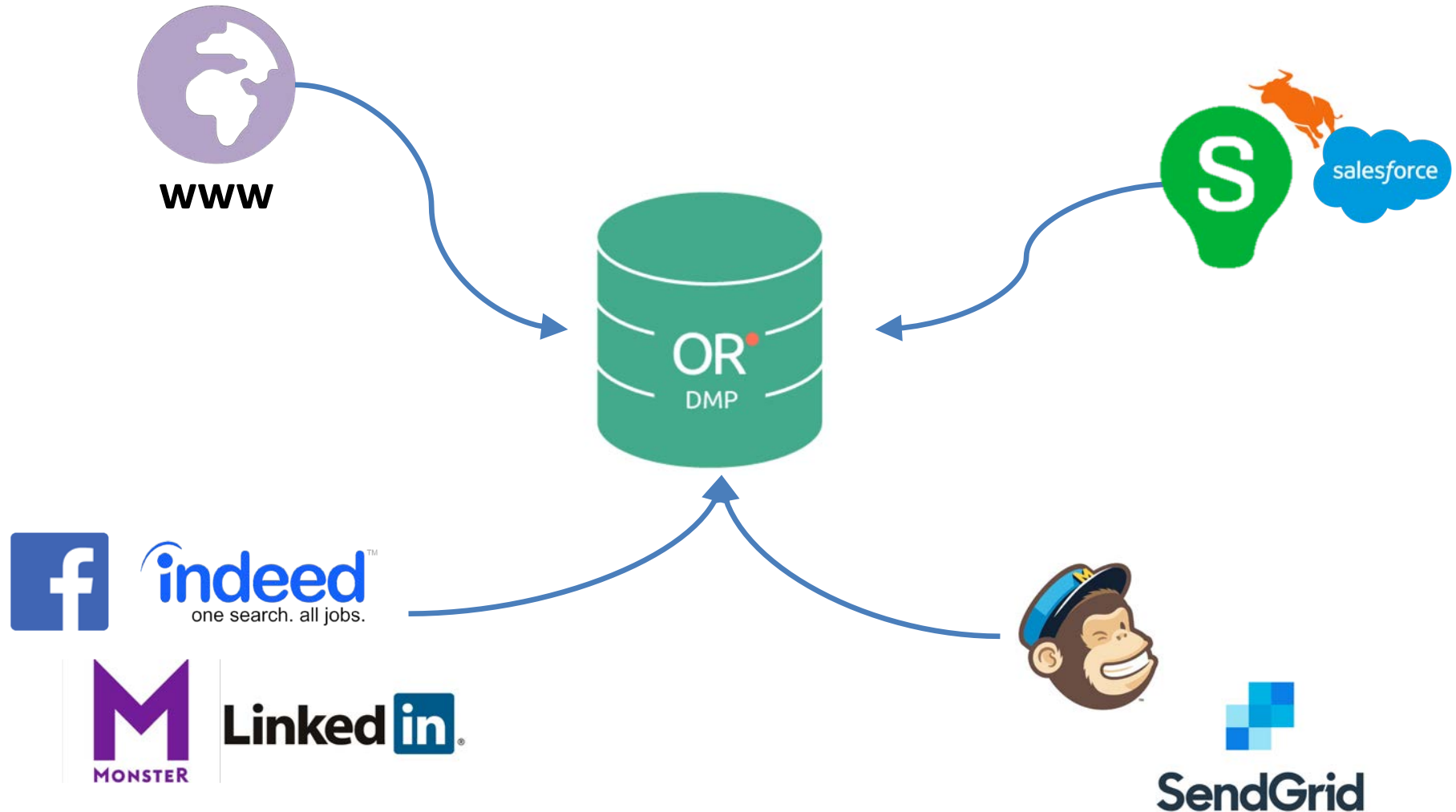
Number of Connected Devices by 2050



... and the candidate journey is getting more and more complex



Our solution: A data platform to understand the whole candidate journey



Understand what channels are providing quality candidates and hires ...

The screenshot displays a 'SmartRecruiters' application form with several custom fields. At the top, it says 'Application fields' with an 'Edit' link and a dropdown arrow. The fields include:

- First Channel**: LinkedIn
- Last Channel**: Facebook
- Engagement Score**: 87
- Other Channels**: Monster, Indeed
- Last Seen**: Aug 23, 2018
- Seen Vacancies**: Administrator, Controls & Audit Administrator, Dedicated Shar...

At the bottom, there is a 'Tags' section with an 'Add tag' button.

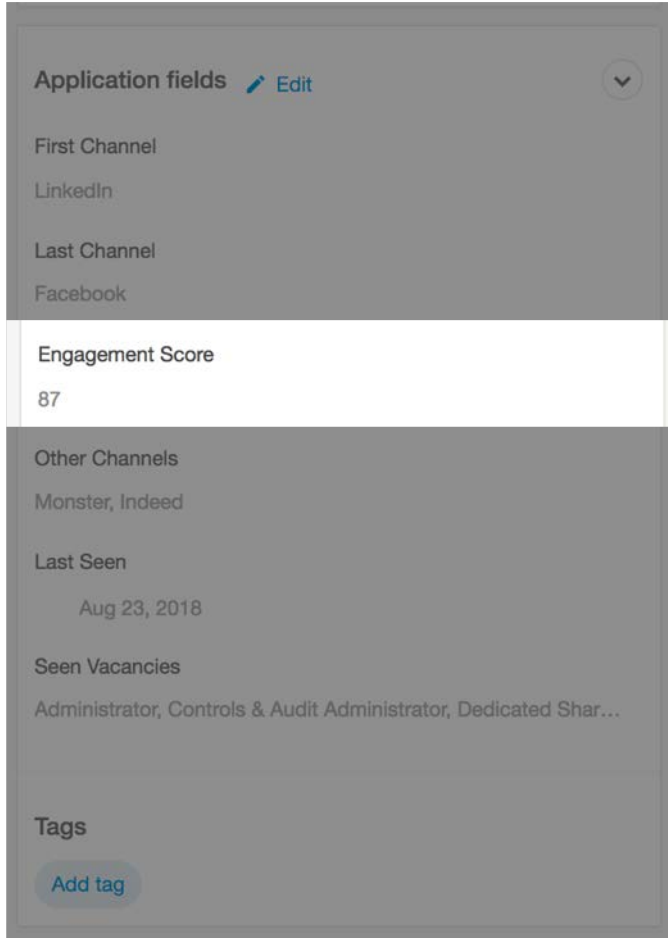
OnRecruit added and populated custom fields in SmartRecruiters on job applications which showed extra context. These fields can be used in hire reports

Understand what channels are providing quality candidates and hires ...

Channel ▾	Conversions Points ▾	Conversions Percentage ▾	Qualified Points ▾	Qualified Percentage ▾	Hires Points ▾	Hires Percentage ▾
Total	3426.00	-	629.00	-	53.00	-
Monster	675.00	19%	65.00	10%	6.00	11%
CV Library	637.00	18%	68.00	10%	7.00	13%
Indeed	336.00	9%	268.00	42%	22.00	41%
Google	329.00	9%	56.00	8%	5.00	9%
direct	326.00	9%	31.00	4%	3.00	5%

OnRecruit's dashboard that gives you a high level view of the performance of your channels. You can drill down by job category, location, date and many other factors

Understand which candidates are on the market again



The screenshot shows a candidate profile form with the following sections:

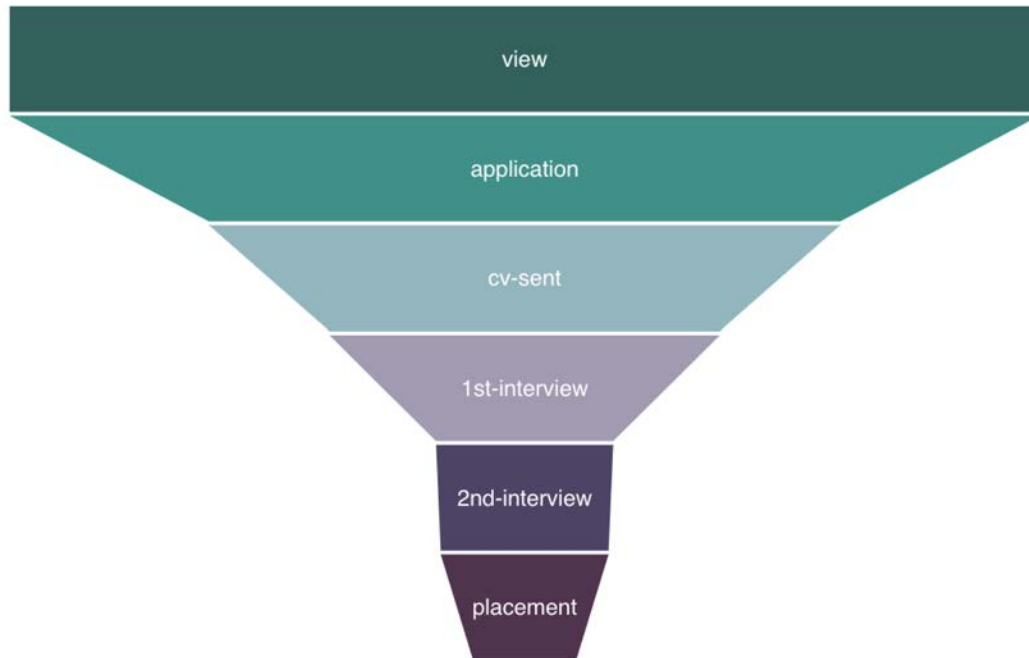
- Application fields** (with an 'Edit' link and a dropdown arrow):
 - First Channel: LinkedIn
 - Last Channel: Facebook
- Engagement Score**: 87
- Other Channels**: Monster, Indeed
- Last Seen**: Aug 23, 2018
- Seen Vacancies**: Administrator, Controls & Audit Administrator, Dedicated Shar...
- Tags**: (with an 'Add tag' button)

- Engagement score is a metric for how engaged a candidate is based on engagement with one of the digital assets of Link Asset Services
- OnRecruit can automatically notify recruiters of candidates that were qualified in the past and are suddenly actively engaging with your website again; the candidate is on the move/in the market

And of course all in a GDPR compliant matter



- OnRecruit does not store any PII, only the SmartRecruiters id, OnRecruit's own assigned id, what URL on the website the candidate has visited and through which marketing channel it came
- Working in close collaboration with Dutch Law Firm ICT Recht to stay that way

Increase marketing ROI by combining marketing and ATS data



- How many views, applications, interviews do we need for each hire?
- What channels do we need to invest in to get a hire?
- How much do we need to invest in these channels?

Increase recruiter productivity by helping them source from their own database

Application fields  [Edit](#) 

First Channel
direct

Last Channel
LinkedIn

Engagement Score
95

Other Channels
Google

Last Seen
Sep 17, 2018

- By understanding which candidate is on the move
- By providing more context to recruiters around what a candidate looked for; i.e. cross hire candidates

