

Slicing Time to Hire From 80 to 30 Days



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Hiring Velocity:

Can you cut your time to fill in half?

▶ Yes, you can.

- ▶ Focus on the vital few
- ▶ Enable brand ambassadors
- ▶ Leverage digital tools

► First, who is Bosch?

► And, who am I?

▶ What were we going through?

▶ Current state: 90 days

► Dissatisfied hiring managers

▶ Dissatisfied HR Partners

▶ 90% fallout rate on application

► So, what did we do?

▶ Restructured our approach

▶ Aligned around a crazy goal

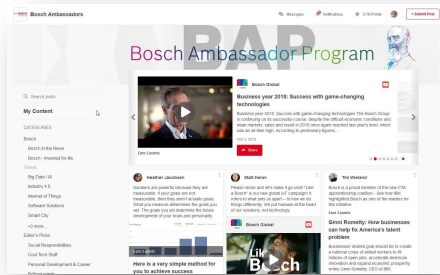
▶ 5 Days Time to Hire

► Focused on operations



▶ Run TA like a plant

▶ Leveraged the heck out of social media



➔ Everyone is an ambassador



▶ Changed our platform

▶ Changed our platform



▶ How'd we do?

▶ Time to fill improved 55%

▶ Hiring Manager satisfaction up 40%

▶ Engagement up 90%

▶ 282% increase in applicant flow

▶ Wow

► But wait, what about costs?

▶ No change.



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Thank You!