

HIRING SUCCESS



#hire19



1000

TA leaders



10%

International
Attendees



280,000

Total miles traveled
By Internal Attendees



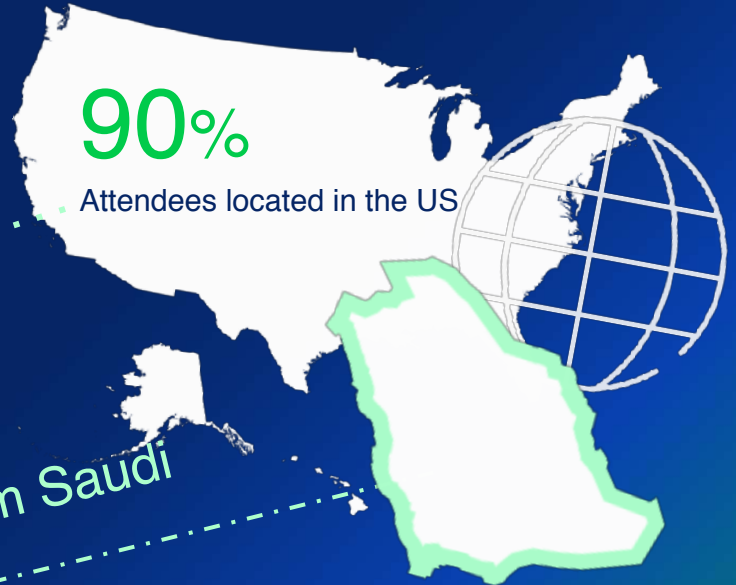
52%

Female



48%

Male



#hire19



Mind Mix: Neuro
Diversity at Work

Speaker: Sara Jane Harvey



Impossible First:
Journey to Everest &
Beyond

Speaker: Colin O'Brady



The Great Debate:
In Two Parts

Speaker: Bill Boorman



From Startup to IPO:
Scaling Culture & Team

Speaker: Anita Grantham



Some True Stories
About Heroes

Speaker: Lou Adler

Why?



Hiring Success

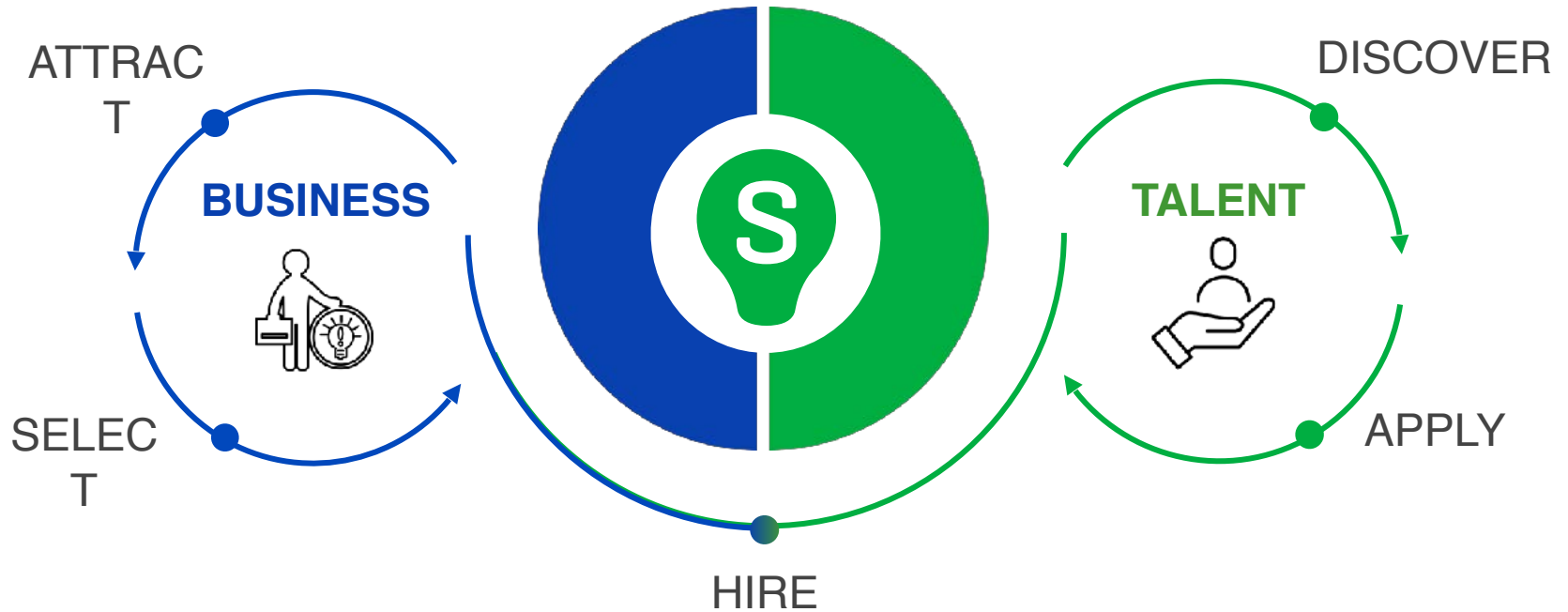
ˌhɪ(ə)rɪŋ sək'ses ɪ
noun

The ability to **attract, select, & hire**

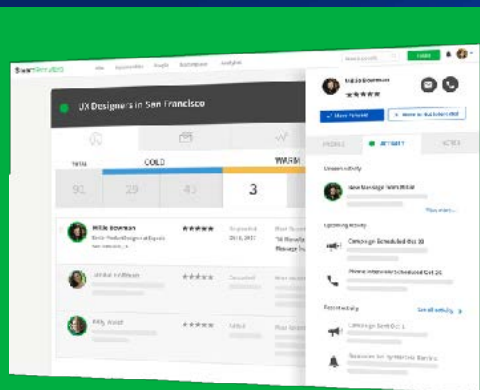
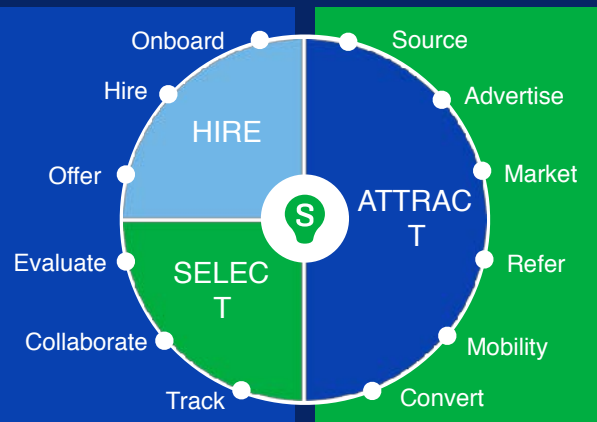
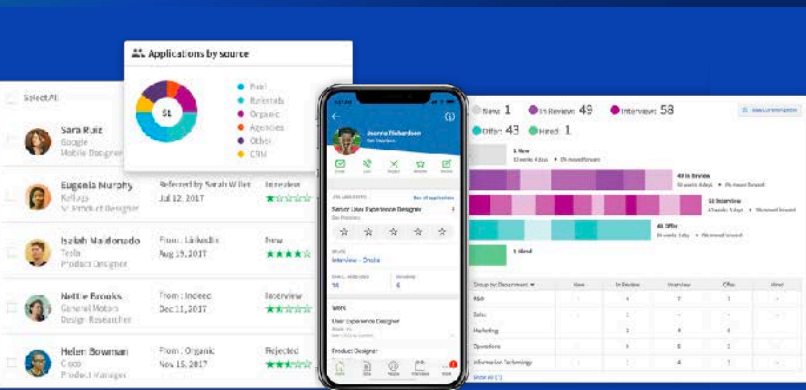
the *best talent* for any role
on demand, on budget.

One Platform

Easy to use. User-Centric. Integrated.



The Enterprise Talent Acquisition Suite



Comprehensive Suite

Engaging Experience

Global Enterprise

Open Ecosystem

Embedded Intelligence

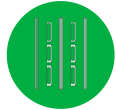
50+ Product Releases in 2018

Q1

Q2

Q3

Q4



Parallel Processing



Global Permissions



GDPR: Consent Manager



Enhanced Access Groups



Custom System Roles



Internal Candidate Portal & Profile



SmartProfile



Internal Screening Questions



Mass Consent Management



Report Builder



Internal Job Alerts



Russia Data Center



Translations API



Reporting API



SmartJobs



LinkedIn Recruiter System Connect



Report Builder Improvements



New Candidate Experience



SmartAssistant



SmartCRM



Rich Text Emails



99.99%
Uptime



9.4/10
CSAT



94%
Retention

2X

GROWTH

50

MILLION

400
THOUSAND





The Future of Talent Acquisition

5 MUST HAVES



#1

Recruitment Marketing or Bust



#2

Diversity & Inclusion are ***non-negotiables***



#3

Think *global*, act *local*



#4

Digital Savviness = Ultimate Differentiator



#5

TA is boardroom-ready

Hiring is Success





Compelling Candidate Experience
Find, engage, and nurture amazing candidates across all channels with a delightful experience and optimal returns.

Engaged Hiring Managers

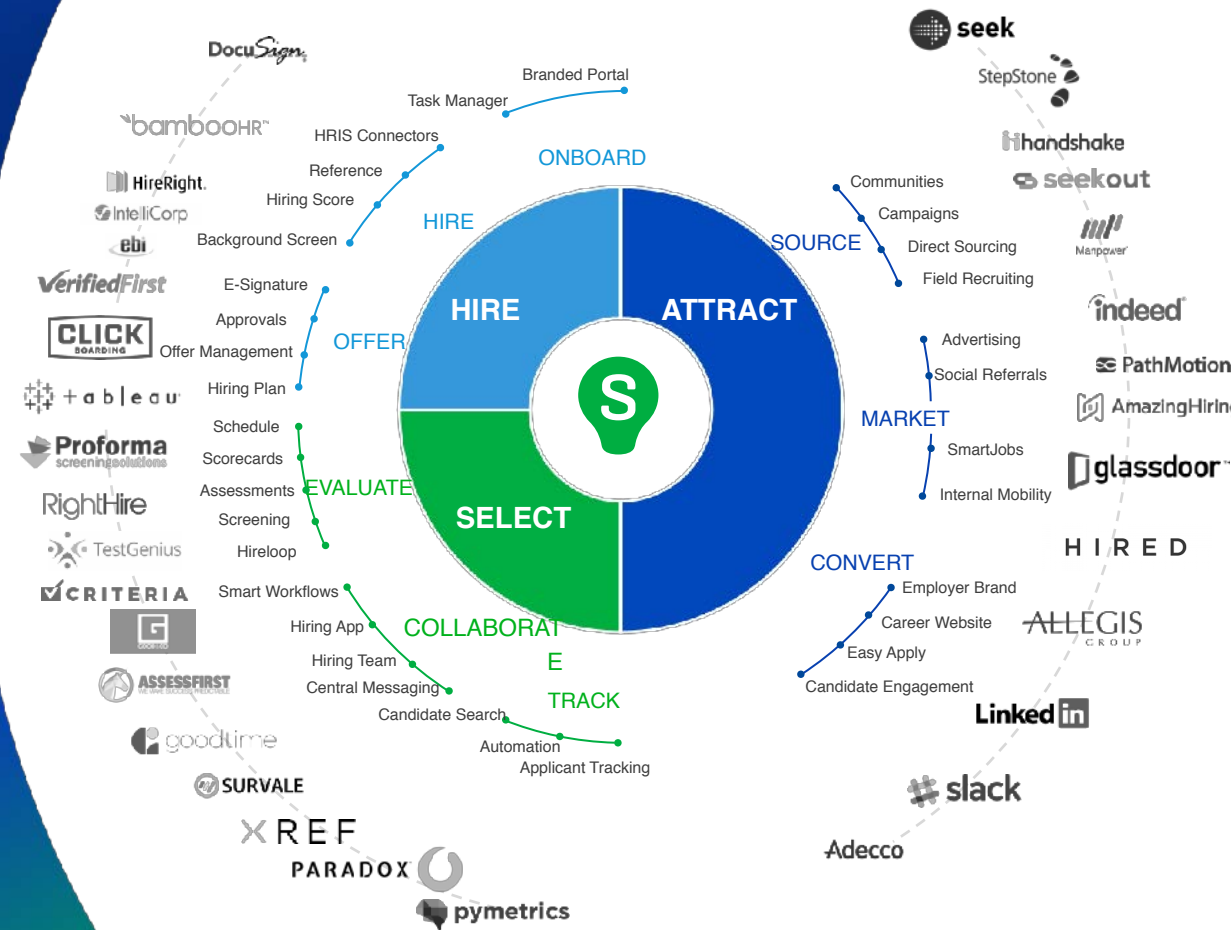
Deep collaboration between
recruiters and hiring managers
to drive better hiring outcomes.





Empowered Recruiters
Highly productive talent
acquisition team that operates
like a
sales & marketing function.

Comprehensive Talent Acquisition Suite



Creating Impact



2,388

Respondents

73

Countries



+118%

Increase in Applicant Volume



CANDIDATE EXPERIENCE

+53%
Response and Reviews



HIRING MANAGER ENGAGEMENT

+48%
Time Saved



RECRUITER PRODUCTIVITY

+48%
% Jobs Filled On Time



HIRING VELOCITY

-41%
Cost Per Hire



HIRING COST

+50%
Quality of Hire



QUALITY OF HIRE

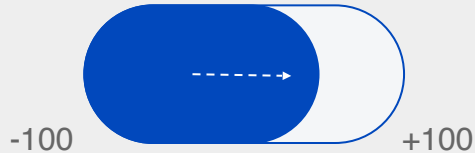
Faster, Cheaper
OR
Strategic & Better?



Hiring Success Scorecard

NET HIRING SCORE™

+58



NPS-like, 90-day post-hire survey of hiring manager & new hire

HIRING VELOCITY

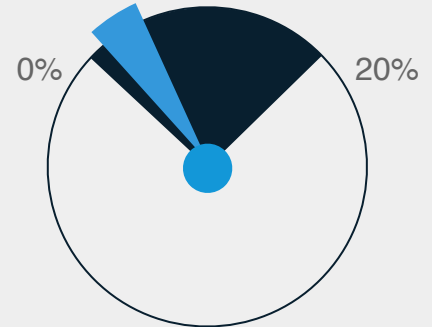
93
%



% Jobs filled on time

HIRING BUDGET

4.9%



% New hire compensation spent on recruiting those hires

Drive Hiring Strategy

-20

Net Hiring Score™

5%

Hiring Budget

90%

Hiring Velocity

VOLUME

5

Net Hiring Score™

10%

Hiring Budget

80%

Hiring Velocity

BALANCED

35

Net Hiring Score™

15%

Hiring Budget

40%

Hiring Velocity

SPECIALIZED



**Say Goodbye to
Faster & Cheaper!**

Hiring IS Success



YOU ARE WHO YOU HIRE



Tracey Allison

Director of Global Talent
Avery Dennison



Manish Asnani

Senior Vice President Global Human
Resources
Visa



Steve Fogarty

Director of Talent Experience
Twitter

HIRING SUCCESS



Thank You

HIRING SUCCESS









SmartRecruit



HIRING MADE EASY

WELCOME

How to Land a Job you Love
SmartRecruit

Diana (HR)



Donate 1% equity to Our Foundation



Make Hiring Easy for Non-Profits



Together Let's #ReverseRecruiting



Sign up to get your reverse recruiting toolkit and learn more!



YOU ARE WHO YOU HIRE