Innovation & Hiring Success in 2019

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We Live in a Talent Economy

TALENT SHORTAGE

HYPER SPECIALIZATION

JOB MARKET VOLATILITY

Hiring Success

/ hī(ə)rˈing səkˈses /

noun

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

the *best talent* for any role

on demand, *on budget*.

The Recipe for Hiring Success

COMPELLING CANDIDATE EXPERIENCE

Attract the best candidates

ENGAGED HIRING MANAGERS

Great interview and hiring process

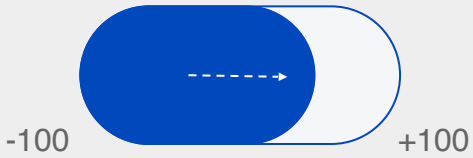
EMPOWERED RECRUITERS

Efficient process with great outcomes

Hiring Success Scorecard

NET HIRING SCORE™

+58



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

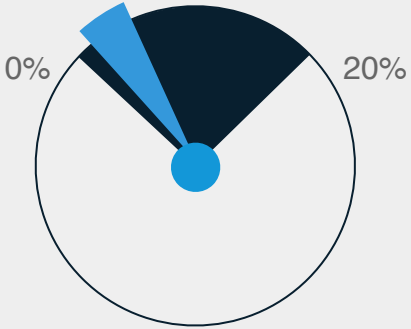
HIRING VELOCITY

93 %

% Jobs filled on time

HIRING BUDGET

4.9%



% New hire compensation spent on recruiting those hires

Impact of Hiring Success

+41%
Savings in Cost Per Hire

+48%
Increase in jobs filled on time

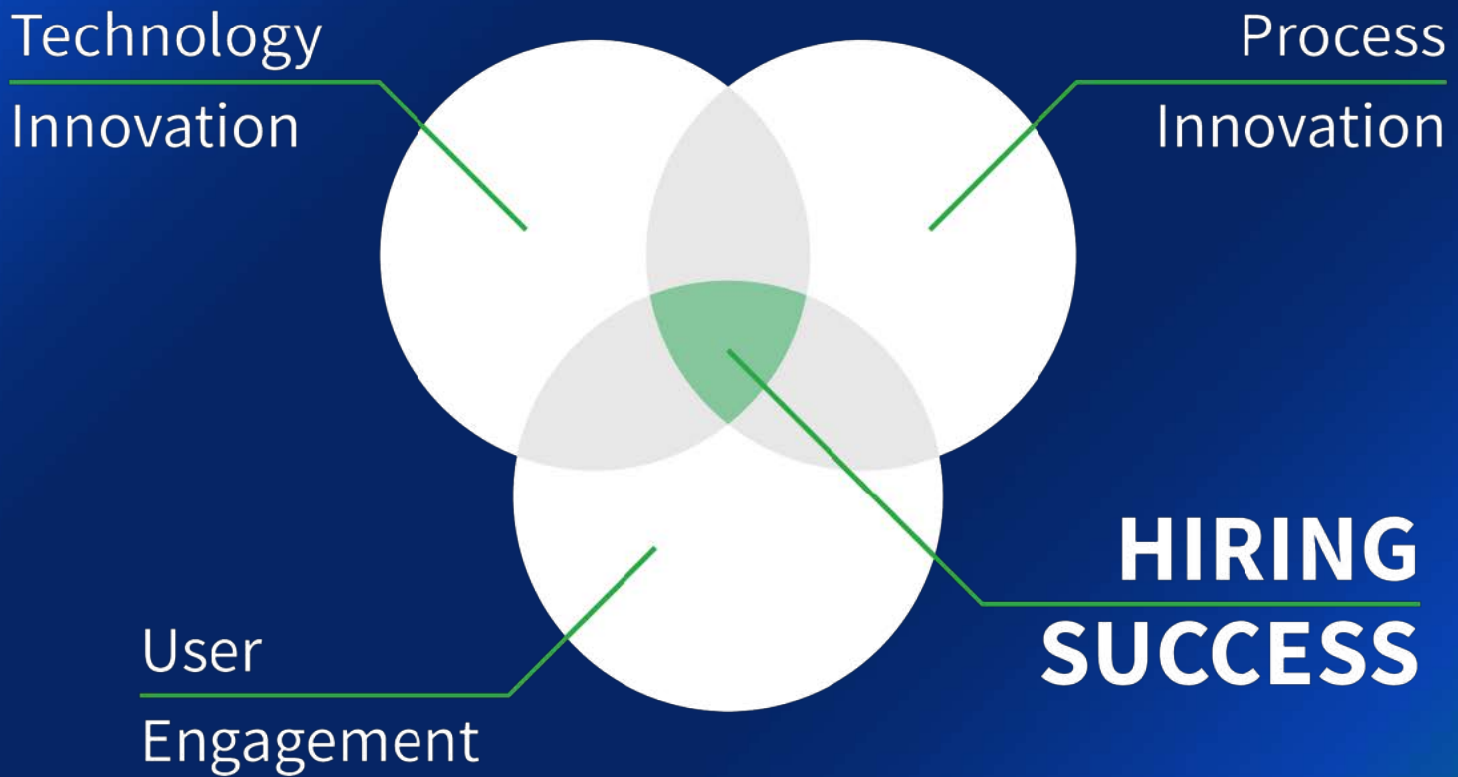
+50%
Improvement in Quality of Hire

+118%
Increase in Applicant Volume

+53%
Faster Response Time

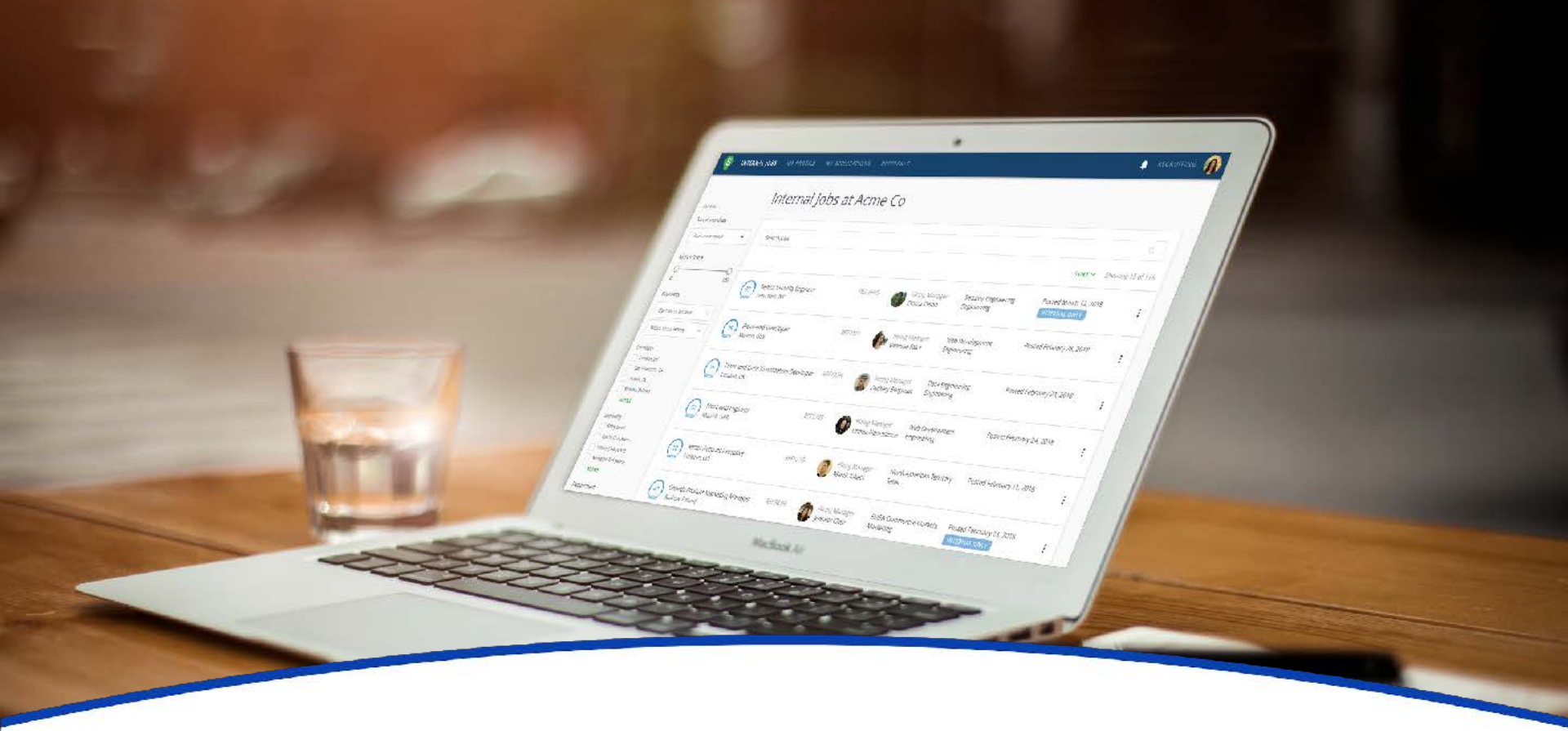
+48%
Time Saved in Recruiting

1
30,000 SR users surveyed I 2,400 Users replied across 404 companies

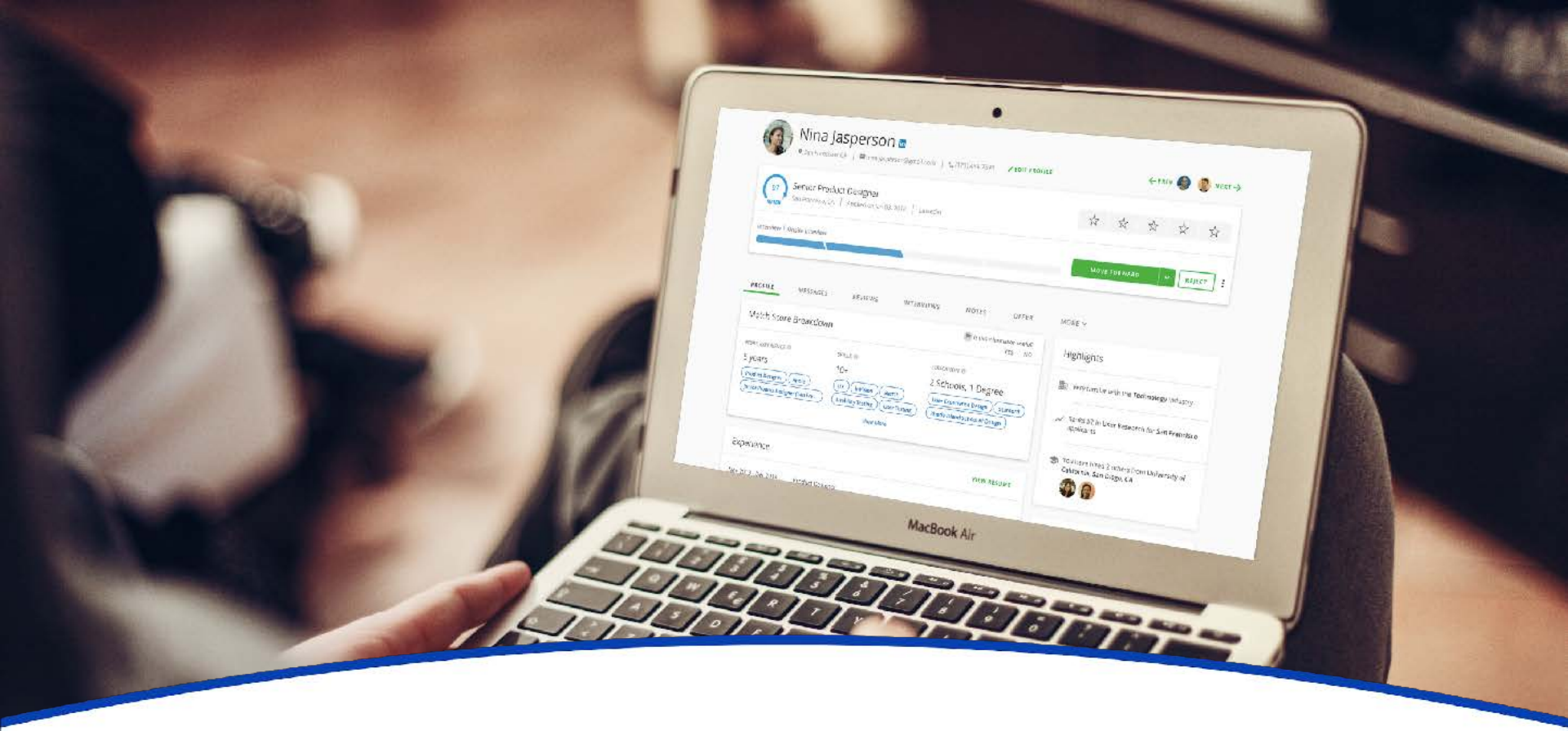

Technology
Innovation
Process
Innovation
User
Engagement
HIRING
SUCCESS

TECHNOLOGY INNOVATION

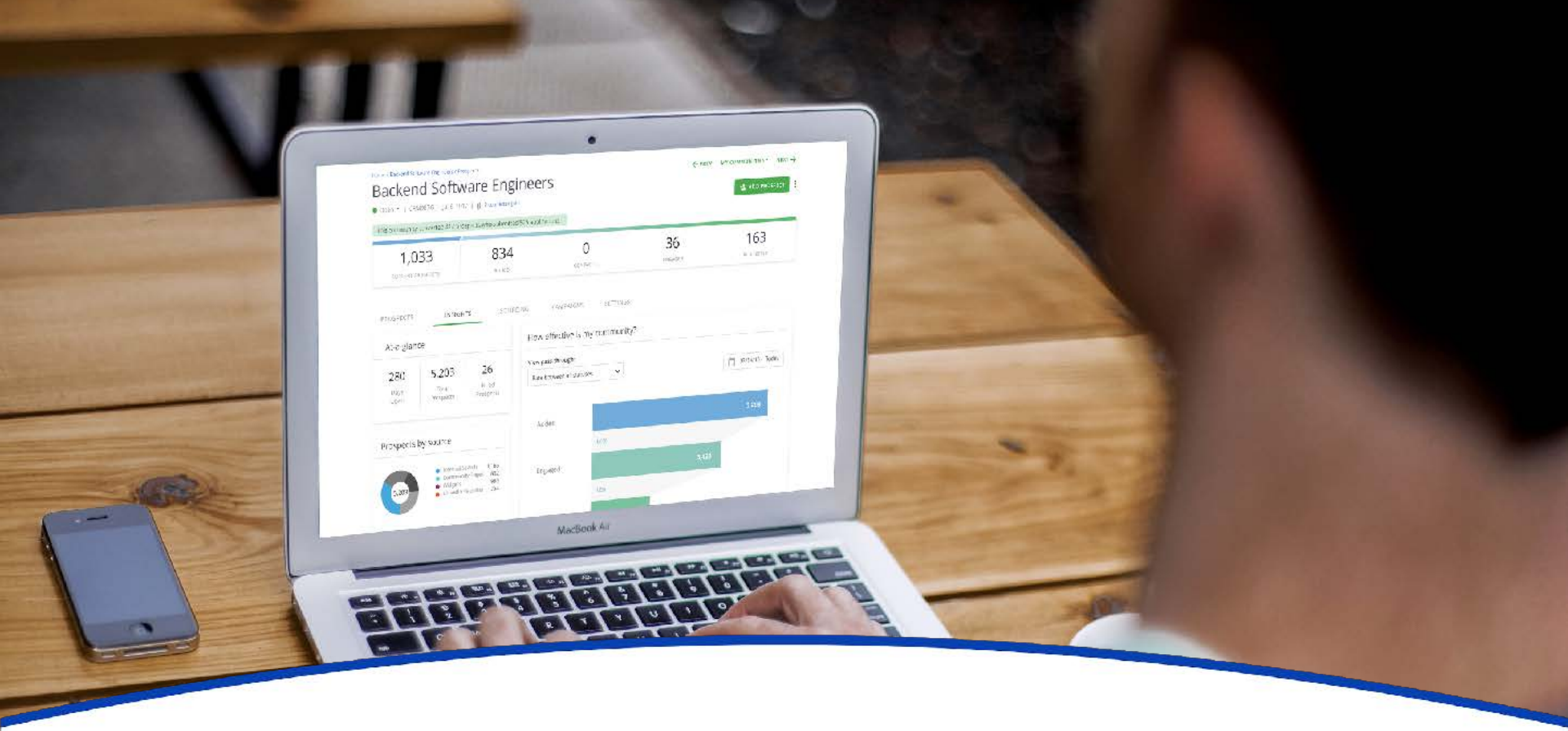
It’s been a **BIG** year...



SmartJobs



SmartAssistant


Backend Software Engineers
1,033
834
0
36
163
At a glance
280
5,203
26
Prospects by source
MacBook Air

SmartCRM

… and about 50+ more

Share to WeChat

In Line URL Attachments

Internal Job Alerts

Candidate Profile Export

Parallel Processing

LinkedIn Recruiter System Connect

Smart Profile

Custom Hiring Team Roles

Internal Candidate Profile

Mass Status Change

SmartAssistant

Limited Hiring Team Role

Report Builder

Flexible Org Fields

Scheduled Reports

Consent via API

Localized Job Field Support

Security UX Enhancements

Consent Manager

SmartCRM

Internal Candidate Portal

GDPR Support

Internal Screening Questions

Global Permissions

Report Builder Data Points

Easy Rejections via Mobile

App Management

Filter by Screening Questions

SmartJobs

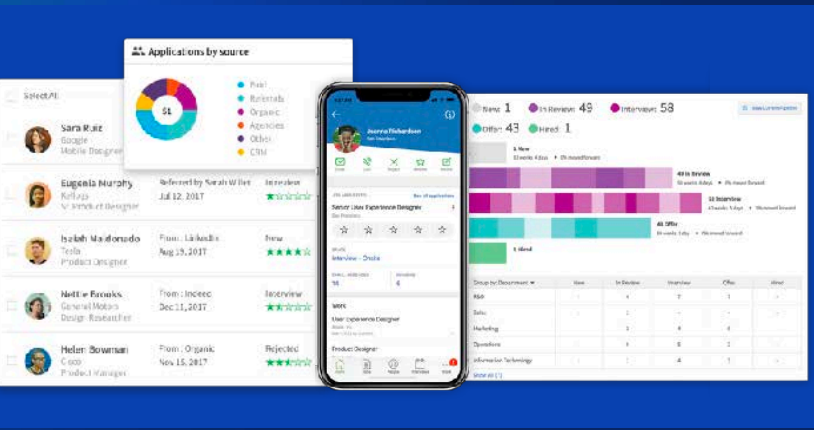
Updated Navigation UI

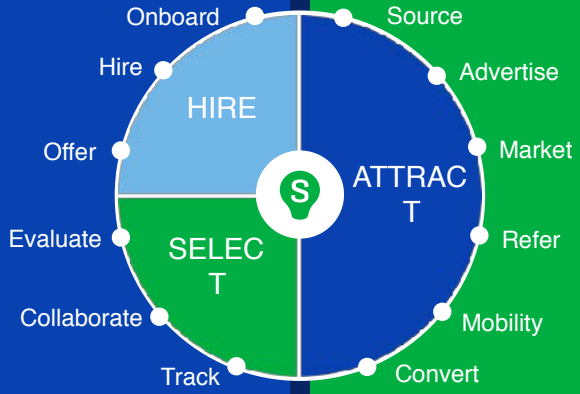
More Search Filters

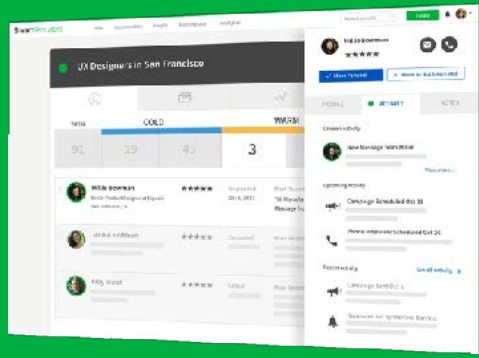
Extended Lead Capture Forms

Natalia Baryshnikova
Head of Product Management
SmartRecruiters

The Enterprise Talent Acquisition Suite







Comprehensive Suite | Engaging Experience | Global Enterprise | Open Ecosystem | Embedded Intelligence

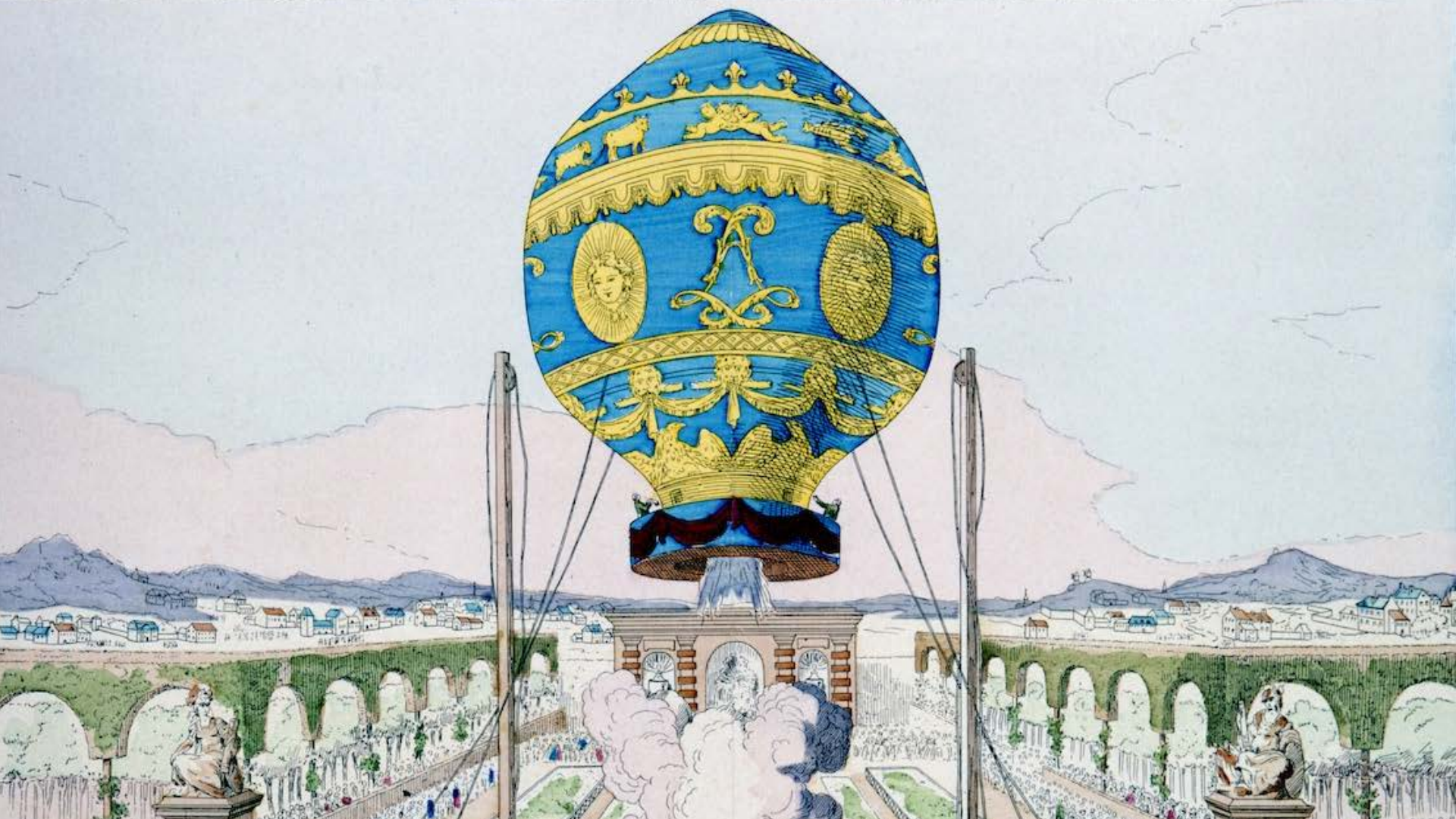
Interviewer Love

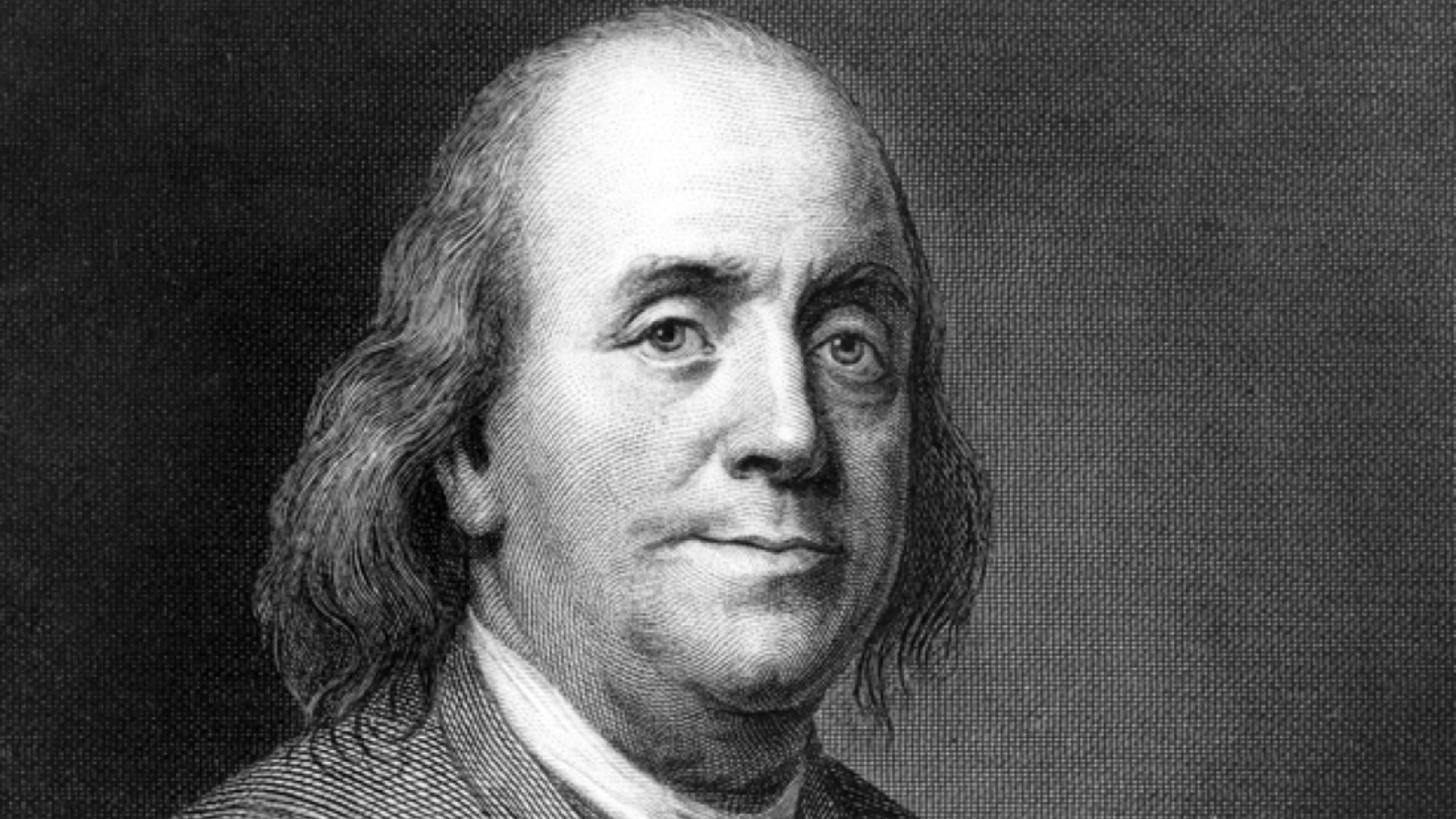
Admin Love

Sourcer Love

Open Platform Love

Executive Love

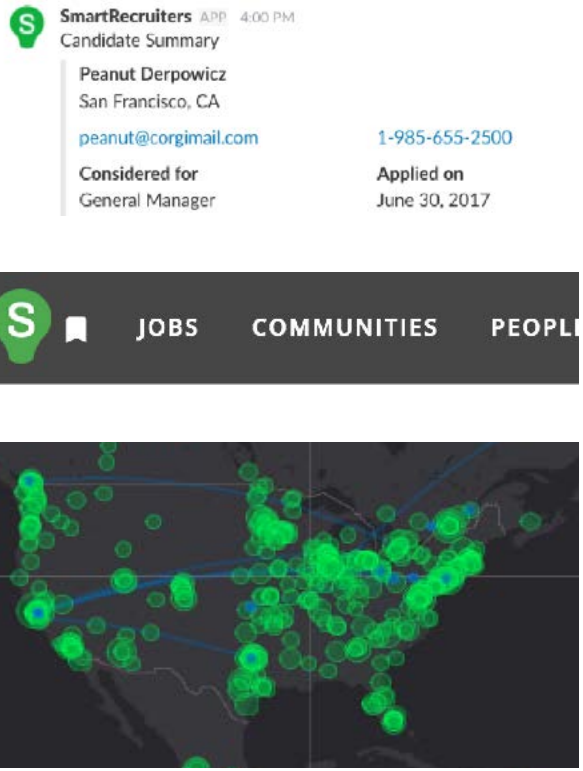




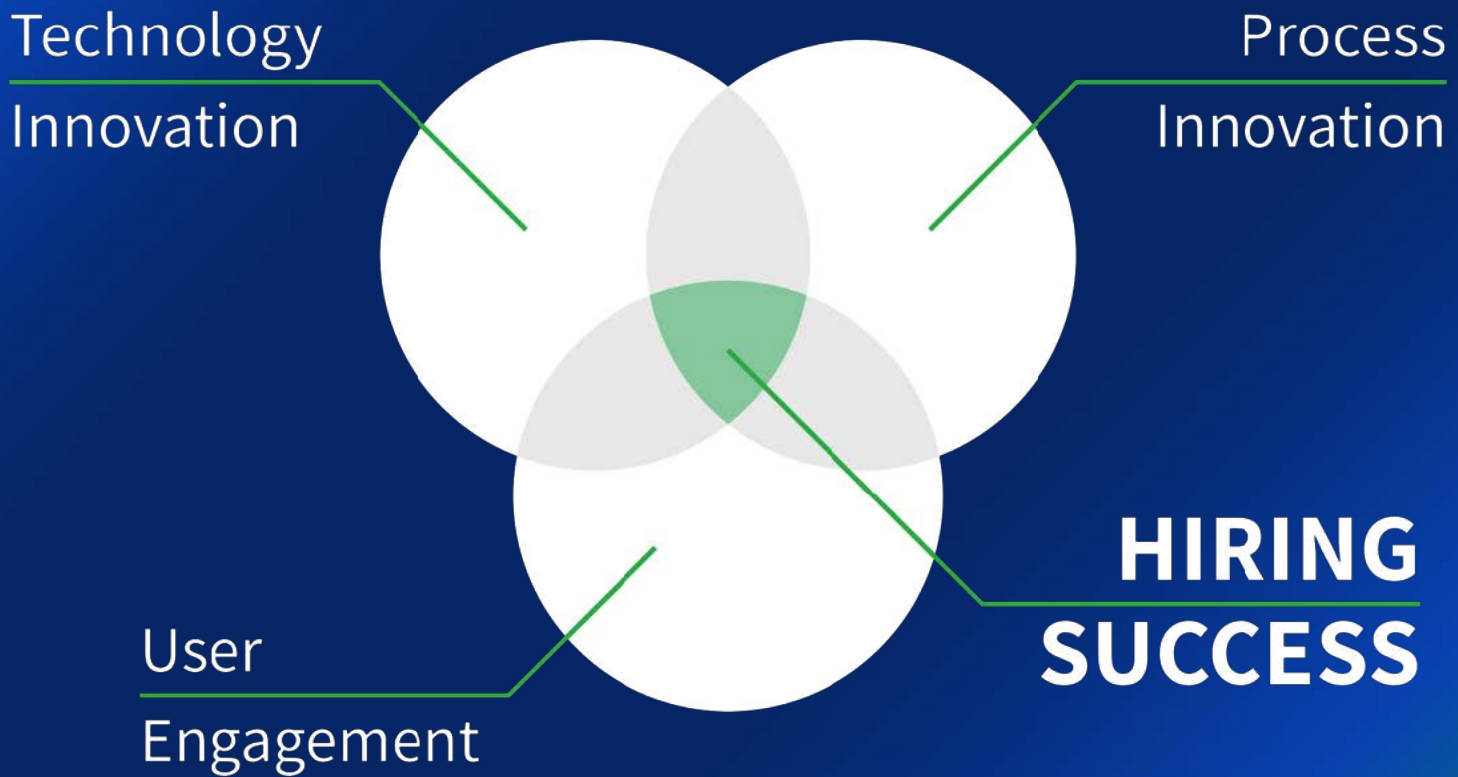
SmartLabs

EMPOWERING EVERYONE TO BECOME A HIRING SUCCESS AGENT AND BUILD OUT THEIR PRODUCT IDEA

- Innovation program to capture ideas from our team (and outside of it) and turn them into real products
- Past examples: Slack Integration, Custom Landing page bookmark, SmartMaps
- Programmatic support with managing SLA, customer expectations, product marketing, dev resources, maintenance and support



PROCESS INNOVATION & USER ENGAGEMENT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The Hiring Success Journey

AWARENESS

Business engagement around the metrics that matter, where the business needs to be, and how it will get there

TRANSFORM

Setting realistic goals for change in alignment with desired performance metrics & developing programs to support it

ACCELERATION

Differentiating against the competition with innovative programs, new technologies, and aggressive performance goals

OPTIMIZATION

Consistent re-evaluation of existing processes and technologies to ensure your business is staying current against the market and competitors

MEASURED SUCCESS

Delivering a data driven approach to business performance, savings, and success from end to end

Hiring Success Experts

Focused expertise in **Technology**, **Retail**, **Consulting**, **Manufacturing**, and **Financial Services**

AWARENESS

Programs that Benchmark, Assess, & Evaluate

Business Audits

Benchmark your organization against the competition and understand how to maximize ROI

Implementation Success

Workbooks for benchmarking current and future state in alignment with key business objectives.

End User Testing & Analysis

Understand where your users struggle and identify key areas of improvement for your organization

TRANSFORMATION

Programs that Spark Change & Engagement

Product Success

Tailored release enablement programs, including dynamic & industry specific content for your team

In Product Education

Drive company-defined behavior in product with targeted tooltips for increased adoption

Candidate & User Surveys

Gather feedback on your process, your interview team and your messaging throughout the process

ACCELERATION

Programs that your Business to the Next Level

Pilot Programs

Experiment with new technologies and understand their immediate & long term impact

Local Events

Meet face-to-face for engaging conversations around new technologies & market trends

Business Apps & Integrations

Customize your workflows with custom apps, integrations and marketplace connectors

OPTIMIZATION

Programs that Take Your Business to the Next Level

Expert Workshops

Targeted workshops to drive business success around key metrics & improved programs

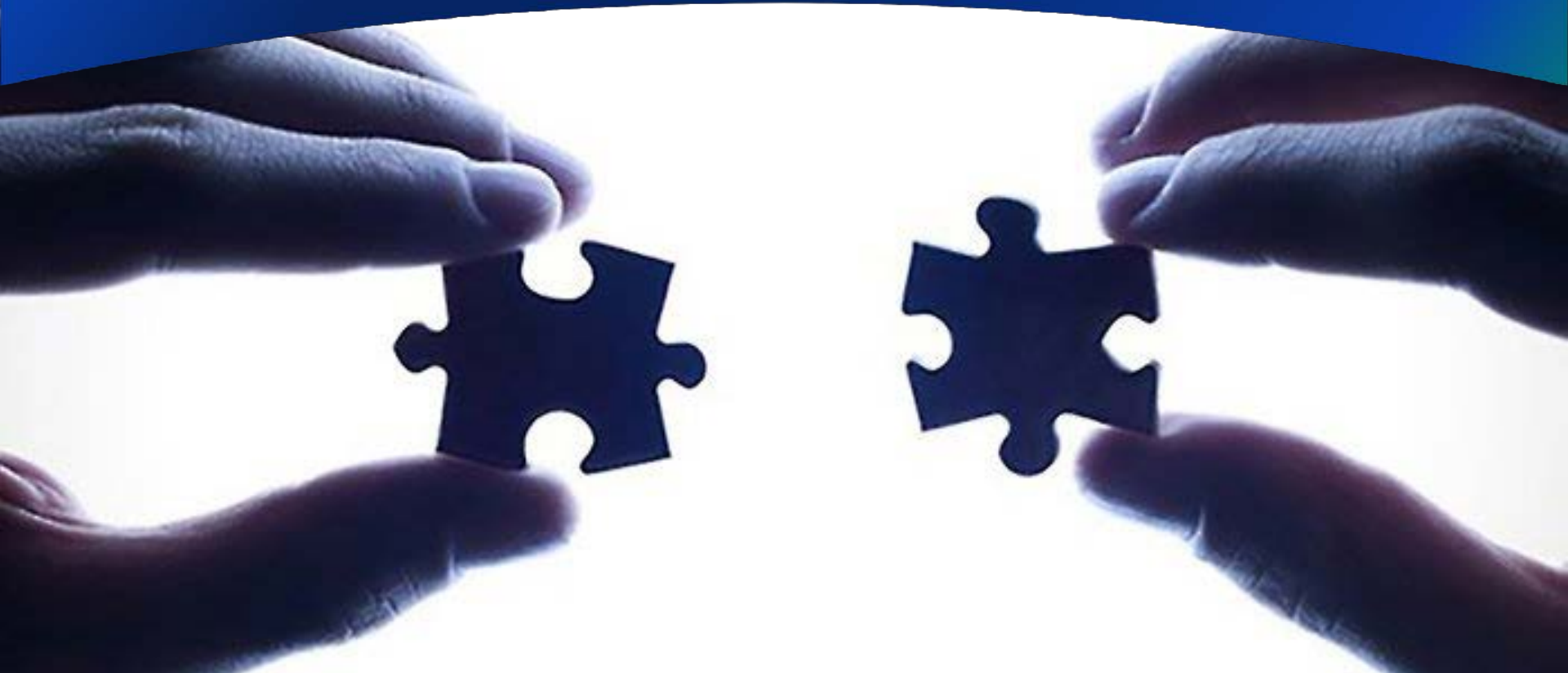
Hiring Success Dashboards

On demand performance content and in product metrics to help identify areas of improvement

Process & Technology Certification

Ensure your business grows with our technology with global training & support programs

Partners in **Technology** & **Hiring Success**



CUSTOMER AWARDS

Dave Carter
President
SmartRecruiters

HIRING SUCCESS 19

Most Productive Recruiting Team

Public Storage

Abercrombie & Fitch Co.

Abercrombie & Fitch | abercrombie kids | HOLLISTER CALIFORNIA | gilly hicks

AUTO1.com

uplifteducation

allegro group

Evolution Gaming

CapTech

OppenheimerFunds®

leidos

THE NATURE'S BOUNTY CO.

WELLNESS STARTS HERE

HIRING 19 SUCCESS

Most Productive Recruiting Team

HIRING SUCCESS 19

Most Compelling Candidate Exp

HIRING SUCCESS 19

Most Compelling Candidate Exp

Indigo Books & Music Inc.

HIRING 19 SUCCESS

Most Collaborative Hiring Team

HIRING SUCCESS 19

Most Collaborative Hiring Team

HIRING 19 SUCCESS

Most Active Company

HIRING 19 SUCCESS

Most Active Company

HIRING
SUCCESS
19