

RECRUITMENT PIPELINE DASHBOARD

Total Applications

50

Total Hires

5

Average Time In Process

10

Active Candidates

38

✓ Department...

✓ Sales

✓ Marketing

✓ HR

✓ Finance

✓ Source (Excl...

✓ Referral

✓ LinkedIn

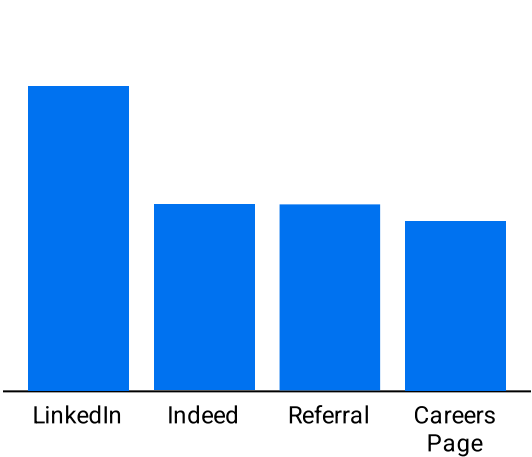
✓ Indeed

✓ Careers Page

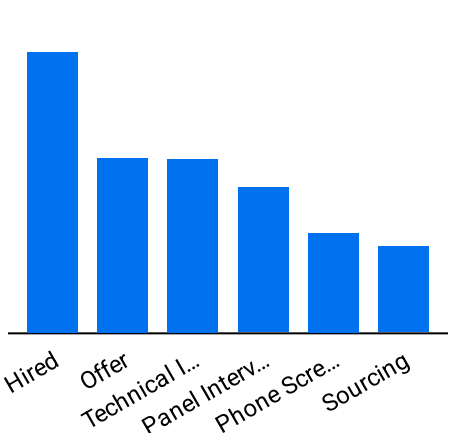
Stage Velocity Heatmap

Current Stage / Days in Process			
Department	Offer	Technical In...	Panel Interv...
Engineering	14	12	8
HR	16	-	9
Finance	14	-	-
Sales	9	13	14
Marketing	12	14	-

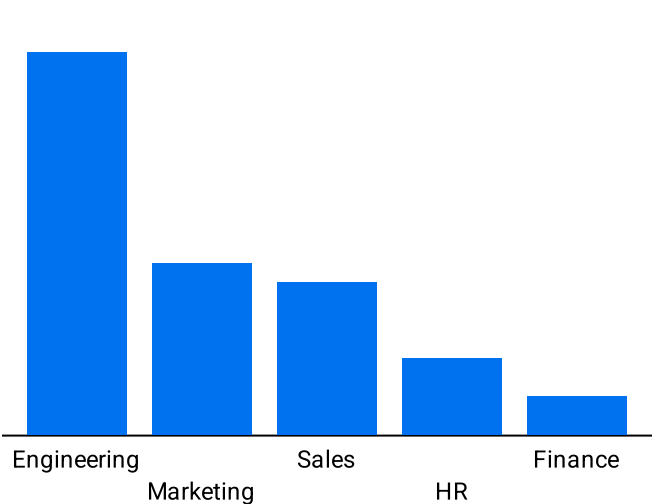
Successful Hires by Source



Avg Time Spent per Hiring Stage



Applications by Department



Active Candidate Pipeline

Current Stage	Candidate ID ▾	Days in Process
Phone Screen	9	7
Technical Interview	8	12
Sourcing	8	6
Offer	7	12
Panel Interview	6	10

Executive Summary

Project Description This dashboard explores the recruitment journey from application to hire, highlighting how candidates move through each stage, where time is spent, and which sourcing channels lead to successful outcomes. It is designed to give hiring teams a clear, human-centered view of the hiring process and support more informed recruitment decisions.

Key Insights

Referrals convert to hires more efficiently than high-volume sources like LinkedIn.

Technical interviews and offer stages take the longest, slowing overall hiring speed.

Engineering roles account for the highest hiring demand and longest time to close.

A strong active pipeline highlights the importance of fast early-stage screening.

Strategic Focus

Shorten approval and offer timelines to reduce late-stage drop-off.

Continue prioritizing referral-driven sourcing

Improve interview scheduling to accelerate hiring decisions.

