

### PRE-PROCESS

Nr TA Specialists  
Salaries  
LinkedIn  
Events

# Talent Acquisition Process

### POST-PROCESS

Cost of Hire  
Turnover  
No superación periodo de prueba  
análisis

1

2

3

4

5

## Posiciones Abiertas

- Por Team / Market
- New positions / Backfills
- Nr Vacancy Canceled

## Talent Acquisition

- Nr Interviews done by TA
- Conversion rate

## Hiring Managers

- Nr Interviews x HM (2nd stage) ❌

## Last Rounds (RP/CS/F)

- Nr Role Plays, Case Studies, Final interviews ❌

## HIRES

- Offer Letters sent: Accepted / Rejected
- Rejection Reasons
- Accepted: Team / Market
- Time to Fill

% TOTAL de conversión de los  
pasos de los HM a propuesta  
final ❌