

## Project Title: Time-to-Fill Analysis by Department

**Objective:** This analysis examines the average number of days it takes to fill a job across five departments: Engineering, Finance, HR, Marketing, and Operations. The goal is to identify departmental bottlenecks and recommend process improvements.

**Dataset:** Simulated internal recruiting data (100 entries) including job ID, department, and number of days it took to fill each position.

**Method:**

Imported data into Google Sheets

Created a pivot table to calculate the average time to fill per department

Built a bar chart to visually compare the results

**Key Insights:**

Engineering has the longest time-to-fill at 23.5 days

All other departments average between 21.9 and 22.4 days

The overall average is 22.4 days

Engineering may have longer approval chains or harder-to-fill technical roles

**Recommendation:** Conduct further analysis into Engineering hiring steps. Consider pre-approval pipelines or pre-vetting candidates to reduce lag.

**Visualization:**

