

## Executive Summary

This report provides an overview of our hiring activity over the years, offering important insights into talent acquisition performance to guide the HR leadership team's strategic planning and upcoming hiring initiatives.

### Key Takeaways:

1. The effectiveness of our **Campus Recruitment Drives** is evident in their leading **90.91% Offer Acceptance Rate**, which is significantly bolstered by maintaining a consistent **30 to 60 day** hiring process.
2. When compared to other sources, **Agency** applications result in a higher overall *Funnel Conversion Rate*, with fewer candidates eliminated at the end of each round.
3. On average, it takes the longest to hire someone for the **Financial Analyst (59.50 Days)** position, followed by **IT Analyst (55.33 Days)** and **UX Designer (54 Days)**. **Advertisements, Agencies, and Internal Referrals** are *not* producing candidates for these three specific positions, and there is an obvious absence of hiring of candidates with a **Master's Degrees** as their highest educational qualification.
4. A **30 to 60 day** process duration yields the best *Offer Acceptance Rate*, indicating that this period strikes an optimal balance between thoroughness and candidate engagement. The transition from **In-House Interview** to **Offer Rollout** exhibits significantly higher variability in its duration with a *Standard Deviation of 9.06*.

### Other Findings:

1. The *overall average time to hire* is **47.06 days**, which falls within our **optimal 30-60 day** bracket. Further streamlining intermediate processes and training personnel for quicker result announcements can solidify this efficiency.
2. Hiring of candidates with a **Juris Doctor (JD)** qualification has remained steady (**1-2% share**), with **2020** as an *exception*. Notably, all JD hires originate from **Campus Recruitment**.
3. No experienced candidate was hired in under **15 days**.
4. *No one* has accepted an offer via **Internal Referral**.