Q3 2024 Hiring Report

During the third quarter of 2024, the Talent Acquisition team continued to expand Innovatech's workforce to meet the demands of our growing product portfolio.

Hiring Metrics: We successfully hired 27 new employees across engineering, sales, marketing and operations. Average time-to-fill decreased to 35 days, down from 42 days in Q2. Our acceptance rate was 78%, reflecting a strong employer brand and competitive offers.

Open Positions: As of 30 September 2024, we had 15 open requisitions including Software Engineer, Data Scientist, Technical Writer and Account Executive roles. Hiring managers are actively interviewing, and we expect to fill most positions early in Q4.

Diversity & Inclusion: Diverse representation remains a core priority. Forty-four percent of Q3 hires identify as female or nonbinary, and thirty-five percent come from historically underrepresented groups. The hiring pipeline includes candidates from over ten countries.

Conclusion: Overall, Q3 hiring remained steady with improved efficiency. The Talent team will continue to leverage targeted sourcing strategies and streamline interview processes in Q4 to support company growth.

