



## Your ROI calculator: Guidance Notes

If you're currently putting together your business case, use the [ROI calculator tool](#) to work out expected annual cost savings. You can then share these with your stakeholders.

The calculator focuses on two key metrics: The cost-savings from reducing recruitment administration and from reducing agency use.

### You'll need:

- ✓ No. employees
- ✓ Rate of attrition
- ✓ No. applications you receive per vacancy
- ✓ Time spent on recruitment admin per application
- ✓ Average salary for a recruitment administrator role
- ✓ Average salary for a role
- ✓ % hires delivered by an agency per annum
- ✓ Typical agency fee (in %)
- ✓ How much you think agency use will

### No. employees and rate of attrition:

We ask for your headcount and rate of attrition so that the ROI calculator can identify how many vacancies you're likely to recruit for each year.

### Applications per vacancy:

With a diverse range of roles, you may not be able to give an exact figure for how many applications you receive per vacancy. For the purpose of the ROI calculator, use a mean average across all roles.

### Time spent on recruitment admin:

When we ask you to identify time spent on recruitment admin, we're talking about zero or very low value-added tasks - opening CVs or document attachments, filing emails, logging details in spreadsheets, etc. If you don't have an ATS in place already, this figure is likely to be pretty high based on the amount of manual processing your team will have to do.

Even if you do have an ATS, you may still have manual processes outside of your system, or may have to wait for slow technology to load pages or download CVs (never anyone's favourite past-time!).

With a really powerful and fit-for-purpose ATS in place, we would expect your low value recruitment admin time to drop to 0.



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## **Avg. salary for recruitment administrator role:**

We use this figure to assign a cost value to time spent on zero or low-value work.

## **Avg. salary for a role:**

Again, not easy if you have a wide range of positions within your organisation, but for the purpose of your ROI calculations, use an average ballpark figure.

We use this salary number to work out your recruitment agency fees.

## **% of hires delivered by agencies and placement fee:**

If you don't have exact figures, go again for a mean average across your organisation in a typical year.

## **% decrease in agency use:**

Typically we would expect to see reliance on recruitment agencies drop by around 25%.

In our experience, this is due to freeing up more time and resource for the recruitment team, being able to provide a stronger candidate attraction and engagement experience, and having a better understanding of the performance of your sources.

However, please choose a figure that suits your organisation. We'd always recommend that you go lower than anticipated when calculating initial ROI, as you can then manage expectations internally - and hopefully stakeholders will be pleasantly surprised when you can report on actual return-on-investment after your first year!

## **ATS costs:**

In the [ROI calculator](#), we have inputted ballpark costs for both the implementation (set-up) fee and annual licence fee.

This is based on Hireserve ATS being used by a mid-sized organisation, and does not reflect our formal pricing. It is more to give an indication of costs and to help demonstrate the cost of a new Applicant Tracking System alongside the savings you'll make.

If you would like more formal pricing applicable to your organisation size and requirements, please don't hesitate to let us know and we can provide you with a quote.

## **On that note...**

Here at Hireserve we base our pricing on headcount. This means that with Hireserve ATS, you'll have unlimited users, vacancies, candidates and more.

Organisations pay an annual licence fee. The implementation fee is a one-off cost in Year One.

## **What does ROI look like?**

Some of our customer savings since implementing Hireserve ATS include:



£25,000 per annum saved  
reduced recruitment admin  
18 days shaved off time-to-hire



30 mins saved per application  
£20,000 cost savings per annum



£16,000 per annum saved  
5 hours of screening per  
vacancy saved



Candidate drop-off rate halved



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**Established in 1997 and still passionate about the industry, Hireserve delivers intuitive and innovative applicant tracking technology.**

Our award-winning support and service is what sets us apart from others in our industry, and this is echoed in our sales process and demos. We focus on getting to know you - your business, how you like to work, your challenges and objectives, and the members of your team.

Even if you're not a Hireserve customer, we'd be happy to chat to you about your ATS selection concerns or queries.

Powerful and agile, Hireserve ATS is trusted by in-house recruiters in a diverse range of organisations, including RNLI, Royal Botanic Gardens, Kew and REED.

Hireserve creates recruitment software with a human touch.

Look us up: [hireserve.com](https://hireserve.com)

Give us a call: 01256 634 140

Drop us a note: [info@hireserve.com](mailto:info@hireserve.com)



## Additional resources to support you

Download our range of free guides from the Hireserve resource library.



Implementation Guide



Pre-employment Best Practice Guide



Hiring Manager Handbook

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**Quick disclaimer:**

Please remember the [Hireserve ATS ROI Calculator](#) is only a tool to provide an idea of what your return-on-investment could look like, using ball-park figures and calculations. Please be aware that your actual ROI could be higher or lower, and your organisation may calculate cost or time savings differently.