Getting C-Suite Buy-in For Recruitment Strategy

The Challenge

The task for recruitment often seems to toe the line at impossible.

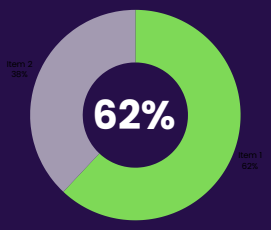
Facing economic challenges and a shifting candidate market, the expectations recruitment face from leadership to deliver top tier talent with minimal resource often leaves talent teams unsure of how to progress or what the right recruitment strategy looks like.

With many business leaders viewing recruitment as a support function, rather than the team that sources an organisation's most valuable asset, it's people, there is often a lack of appreciation for the tactile planning and efforts that go into the recruitment process.

Recruitment must go the extra mile to evidence their contributions and back up their strategy. To support these efforts, talent data has become extremely valuable – but it can be challenging to put into context when presenting to leadership.

The Goal

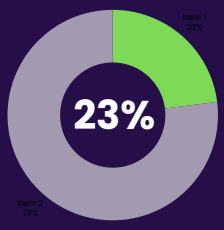
According to Gartner:



of candidates say they *only apply* for jobs that meet the majority of their EVP requirements.



Globally, more than *85 million jobs* are projected to go unfilled by 2030.



of global jobs will change in the *next five years* due to industry transformation, including AI.

Findings like these demonstrate how a talent strategy plays a crucial role in ensuring an organisation has the internal expertise it needs to drive innovation and growth - the main goals leadership are entrusted with meeting.

If they don't want their vacancies to be among those 85 million, to be behind the curve in terms of correct AI adoption or miss out on the top talent who are becoming increasingly selective, recruitment teams must demonstrate how a hiring strategy that is compatible with their organisation's ambitions, challenges, and circumstances ensures the expertise they bring in-house will contribute meaningfully to overall business goals.

Our Top Tips For Recruiters

The Language of Management

Every department has their own priorities. To make other leaders in your organisation understand the importance of recruitment strategy, utilise your data to speak their language and appeal to each of them directly. For example, finance is going to be all about bottom line. So, employ wider business and people data to enrich the reporting behind your strategy and give it meaningful depth for your CFO. Link key aspects of your strategy to cost-savings and profit wherever possible.



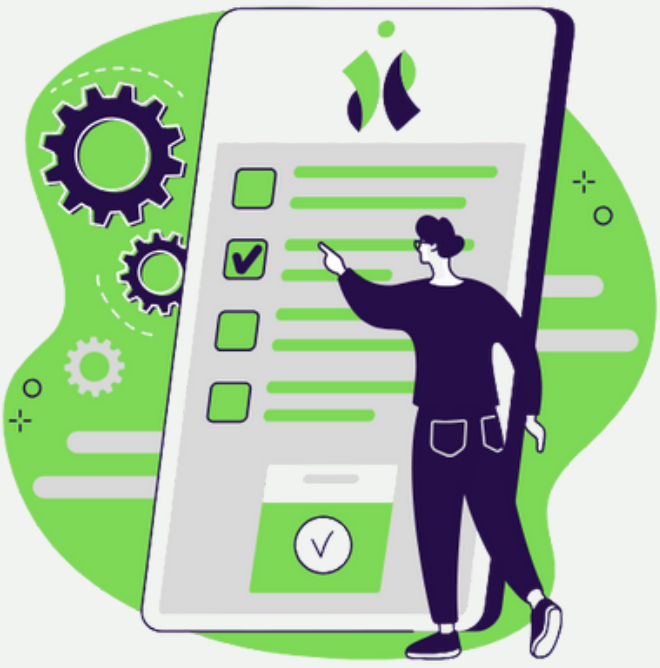


Interrogate Your Data

Before sharing your data with leadership, challenge it yourself to test if it's telling the full story. For example, you may have managed to cut time-to-hire by implementing new processes. However, when you dig deeper you discover that drop out rate during the hiring process significantly increased. Instead of the time-savings creating a smooth, speedy process for candidates and the hiring team alike, it may have actually resulted in poor communication or lack of time to prepare for interviews for applicants. A holistic approach to data is crucial to derive accurate findings.

Don't Be Generic

Recruitment should use the specific goals, challenges, and strategy of their organisation to inform what metrics should have a place on the dashboards and reports being viewed by C-Suite. Metrics like cost-per-hire and time-to-hire are foundational for a reason. But enriching them with metrics that are specific to how your organisation operates is crucial to demonstrating the value of strategic recruitment to leadership. How does your team measure quality of hire? What employer branding are you aiming for, and are you successful? Are there common denominators in the areas or periods of time when your offer-to-acceptance rate is high?



The Solution

To provide your team with a trustworthy people data that is can be seamlessly drawn into custom reports, the right ATS is non-negotiable.

With over 25 years experience in the industry, Hireserve ATS provides technology designed to support recruitment teams from their day-to-day workload to big picture strategy.

At a glance, the Hireserve Data & Reporting module includes:

- Comprehensive suite of standard reports.
- **Report Scheduler** provides a secure and reliable method to process reports and deliver the results via a regular email.
- **Report Builder** allows you to create custom reports to suit your organisation's needs and deliver data for your specific success metrics.
- Track recruitment cost types against each vacancy to capture the true cost of your recruitment activity.
- Report on your recruitment costs for your specific requirements, such as 'Organisation', 'Business Area', 'Campaigns', 'Locations', etc.
- Transform reports from rows of data into bar charts, line graphs, heat maps and more – **all at the touch of the Visualise button.**
- Save and edit your 'favourite' scenes and embed into documents and business cases to engage stakeholders and evidence recommendations.

Designed to ensure in-depth people data is accessible to those who need it, and creating bespoke reports is as seamless as it is to share them with key stakeholders.

Book a demo with one of our internal experts today to see Hireserve ATS in action.

Not yet ready for a demo?

Check out our case studies to learn the imapct Hireserve ATS has had with our clients.

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