Typical Day

- 30% Source
- 10% Screen
- 10% Interview
- 20% Meetings
- 25% Admin
- 5% Meeting Hiring Managers
Typical Responsibilities

**Hiring Manager**
- Interviews all candidates
- Removed from giving feedback
- Does not make offers
- Minimum candidate communication

**Recruiter**
- Sources/screens all candidates
- Interviews all candidates
- Gives feedback
- Makes offers
- Communicates with candidates

- Minimum responsibility
- Often provides sloppy job descriptions
- Never happy with time to hire

- Maximum admin
- Focus on interview & admin
- Heavy workload
New Typical Day

- 50% Source
- 20% Screen
- 0% Interview
- 5% Meetings
- 5% Admin
- 20% Meeting Hiring Managers
Rethink Your Day

Hiring Manager
- Interviews all candidates
- Provides feedback to candidates
- Makes offer
- Has ultimate responsibility for quality

Recruiter
- Sources/screens all candidates
- Work closely with manager to manage process
- Coaches/advises

- Maximum responsibility
- Better job descriptions
- Faster time to hire

- Minimum admin
- Focus on communication & collaboration
- Lower costs and workload