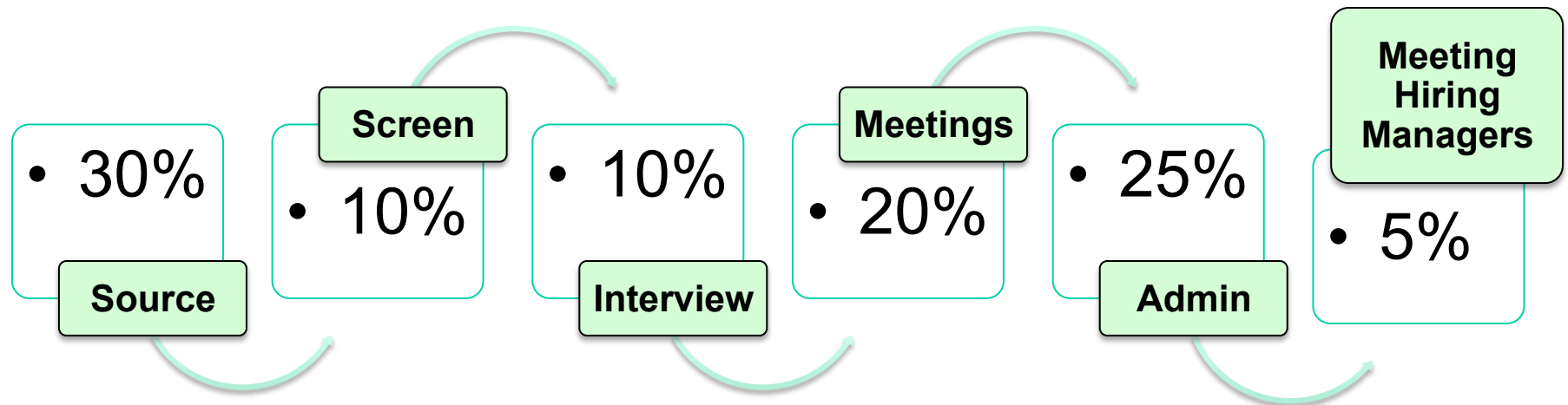


# Typical Day



# Typical Responsibilities

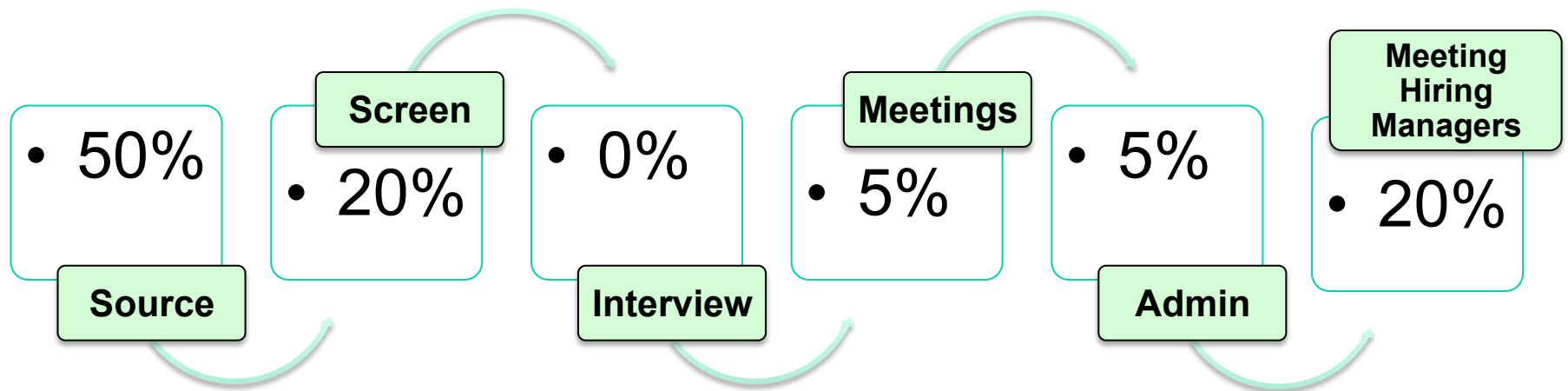
## Hiring Manager

- Interviews all candidates
  - Removed from giving feedback
  - Does not make offers
  - Minimum candidate communication
- 
- **Minimum responsibility**
  - **Often provides sloppy job descriptions**
  - **Never happy with time to hire**

## Recruiter

- Sources/screens all candidates
  - Interviews all candidates
  - Gives feedback
  - Makes offers
  - Communicates with candidates
- 
- **Maximum admin**
  - **Focus on interview & admin**
  - **Heavy workload**

# New Typical Day



# Rethink Your Day

## Hiring Manager

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

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

## Recruiter

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

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