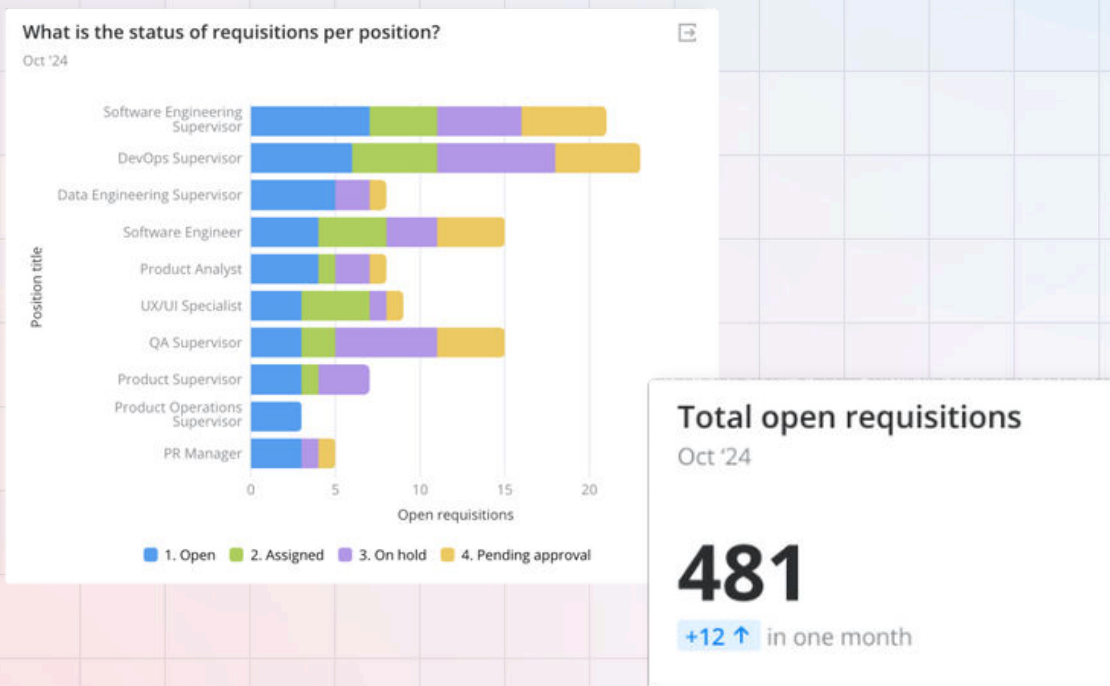


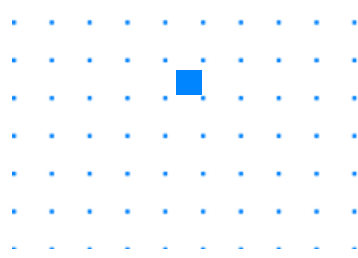


Downloadable Template

TALENT ACQUISITION

HR Leadership Dashboards





Introduction

Welcome back to the Crunchr HR Leadership Dashboard series. We hope you found valuable insights in our previous dashboards: [QBR for CHROs](#), the [Diversity Snapshot](#), and the [Skill Gaps Story](#).

In this fourth edition, we dive into Talent Acquisition. While hiring is essential to the success of any business, HR leaders often lack insight into their recruitment efforts: e.g., the requisition process, hiring efficiency, recruitment pipelines, channel effectiveness, recruiter load, skills-based hiring, etc.

This dashboard is designed as inspiration for TA and HR teams to make better, data-informed decisions.



This dashboard highlights key talent acquisition metrics, providing an overview of requisitions, recruiter efficiency, and skill-based hiring. Use this data to understand and optimize recruitment processes, reduce time to fill, and ensure the right talent is acquired to meet business needs.

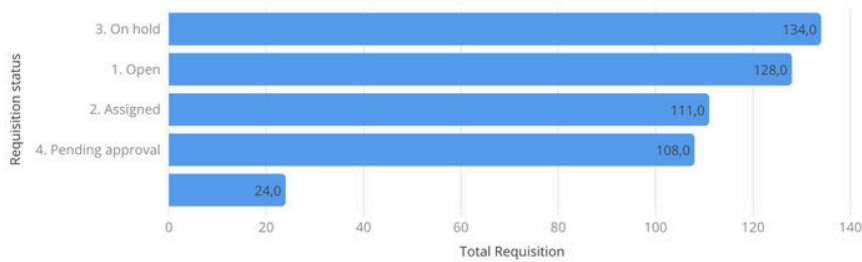
Highlights

Interpretation guide

- **Average time to fill** is the number of days from opening a job requisition to a candidate accepting the offer. A short time to fill typically indicates higher productivity and lower hiring costs and resources spent.
- **Average time to hire** is the number of days between a candidate's first contact and the moment they accept a job offer. A short time to hire typically indicates a positive candidate experience and reduced risk of losing talent due to a slow process.
- **% Internal hire** shows the rate of internal hires. A higher percentage indicates strong career mobility and reduced onboarding needs.
- **Acceptance rate** is the percentage of accepted job offers. A low rate may indicate issues with compensation or candidate experience.

What is the status of the requisitions?

Oct '24



Average time to fill

Oct '24

71,5

-0,6 ↓ in one month

Average time to hire

Oct '24

27,8

+1,2 ↑ in one month

Acceptance rate

Oct '24

4,8%

-0,4 ↓ in one month

% Internal hire

Oct '24

50,0%

+15,4 ↑ in one month

Overview of requisitions

Interpretation guide

- **Total requisitions** represents the number of approved positions to be filled. This metric helps to understand hiring demand and to allocate resources accordingly.
- **Total filled requisitions** indicates the number of successfully filled positions. This metric reflects the recruiting team's effectiveness in meeting recruitment goals.
- **Total open requisitions** represents the number of unfilled roles. This metric helps identify hiring bottlenecks and resource gaps.

Total requisitions

Oct '24

505

+10 ↑ in one month

Total filled requisitions

Oct '24

24

-2 ↓ in one month

Total open requisitions

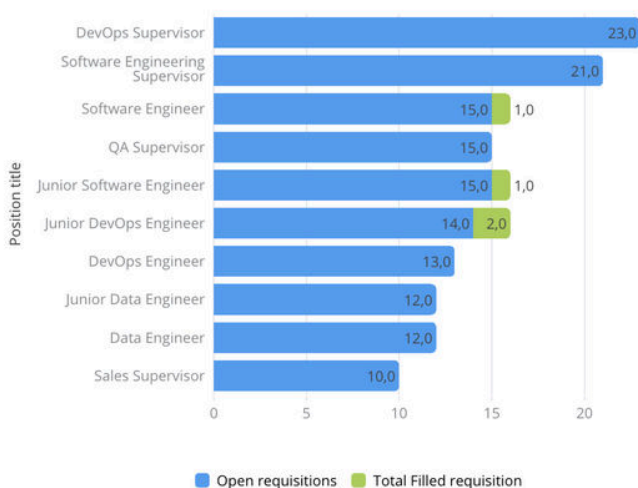
Oct '24

481

+12 ↑ in one month

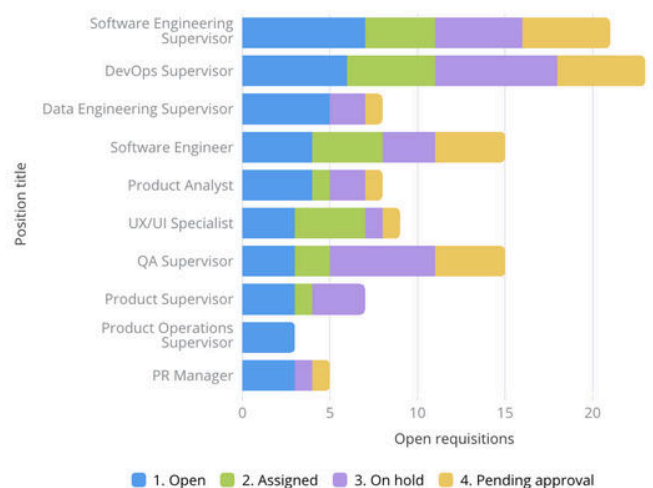
Which positions are we hiring for?

Oct '24



What is the status of requisitions per position?

Oct '24





Which sources are we hiring from, and how do they compare in terms of time to fill?

Oct '24

Hiring source ^	Total requisitions	Total filled requisitions	Avg. time to fill
source 1	250,0	10,0	69,8
source 2	255,0	14,0	73,0
Overall	505,0	24,0	71,5

Budgeted versus replacement requisitions

Oct '24

Segments ^	Total requisitions	Total filled requisitions	Avg. time to fill
Replacement	252,0	12,0	70,3
Budgeted	253,0	12,0	72,7
Overall	505,0	24,0	71,5

Recruiter load and efficiency

% Requisitions filled in under 50 days

Oct '24

29,2%

-5,4 ↓ in one month

% Reqs filled under 50 days by recruiter

Oct '24



Open requisitions by recruiter per month

Nov '23 - Oct '24 - Recruiters



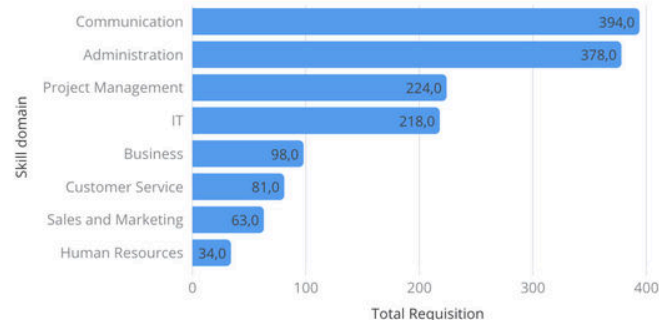
Interpretation guide

- % Requisitions filled in under 50 days measures the speed of filling roles. A high percentage reflects efficient hiring processes.
- Open requisitions by recruiter per month shows each recruiter's workload. Helps to balance recruiter capacity.

How do the hiring plans align with skills leaving the organization?

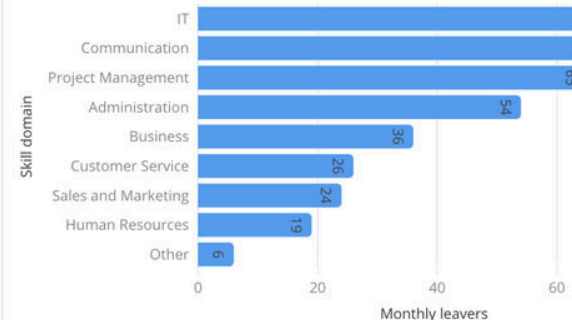
Which skills are listed in the requisitions?

Oct '24



Which skills are leaving the organisation?

Oct '24



Conclusion

Gaining the right insights into talent acquisition is a challenge for many organizations. Extracting data from applicant tracking systems is often difficult, making it hard to analyze trends over time or compare data across the organization. Additionally, this data is often siloed from quality-of-hire metrics. As a result, analyses require time-consuming manual efforts that frequently still fail to provide the necessary level of insight.

This is where a specialized people analytics solution like Crunchr comes in. With pre-built, best-in-class analytics, Crunchr eliminates the manual effort needed to build a meaningful talent acquisition dashboard. Moreover, TA can be viewed in the broader context of workforce dynamics by connecting recruitment metrics with insights into employee mobility, performance, and skill development.

Please note that the Talent Acquisition dashboard above is not a mock-up. With Crunchr, you get instant access to this and other pre-built HR dashboards on your data. You can fully customize them or easily create new ones from scratch by a simple drag and drop. Additionally, you can click on any metric to drill down or use our built-in [AI assistant](#) to ask questions.

Stay tuned for the next dashboard in the Crunchr HR Leadership series. [Follow Crunchr on LinkedIn](#) or visit www.crunchr.com to freely download our other dashboards.



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