ORION TALENT

Improve Time-To-Fill with RPO

Time-to-fill is the number of days between a requisition's launch date and offer acceptance date.

NEGATIVE EFFECTS OF HIGH TIME-TO-FILL

INCREASED

Cost per Hire

Hiring Manager Frustration

Workload on Current Employees

Burden on Managers

DECREASED

Productivity Due to Job Vacancies

Current Employee Morale

Quality of Hire

Orion's impact on time-to-fill

✓ **Alignment** - Proper alignment on positions between hiring manager and recruiting team.

✓ **Effective Sourcing** - Building a strong sourcing strategy leads to a quicker hiring process.

✓ **Streamline Process** - Streamline and automate all relevant functions of the recruiting process.

✓ **Workload Balance** - A fully functioning workforce improves employee morale and productivity.

30% Reduced Time-to-fill

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aggreko

Exceeds time-to-fill target by 36 days on average

Hanger

Decreased time-to-fill by 22% over 3 year partnership - from 52 to 41 days.

FORGEROCK

Successfully filled highly technical roles with an average time-to-fill of 35 days.

RUSH ENTERPRISES

Reduced time-to-fill from 47 to 30 days.