



Improving Your Position Fill Rate

Reasons Remedies and Reframing

(along with venting, spirited discussion and group therapy)

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Breaking it Down

BEHIND EVERY REQ FILL FAILURE IS A STORY.

SOMETIMES IT'S A STORY BEHIND A STORY HIDDEN IN A MYSTERY OF A CONUNDRUM BUT THERE IS ALWAYS A STORY.

REQS OR POSITIONS DON'T RESOLVE THEMSELVES ON THEIR OWN.

WHY DID YOU FAIL TO CLOSE YOUR LAST REQ?

WHEN SOMEONE
TELLS YOU



THEY WANT TO WORK IN
RECRUITMENT BECAUSE
IT'S EASY MONEY

General Talent Acquisition Service Map Aka “what we do”

THERE ARE A LOT
OF STEPS TO
GETTING PEOPLE
HIRED AND SETTING
TA UP FOR
SUCCESS!!!

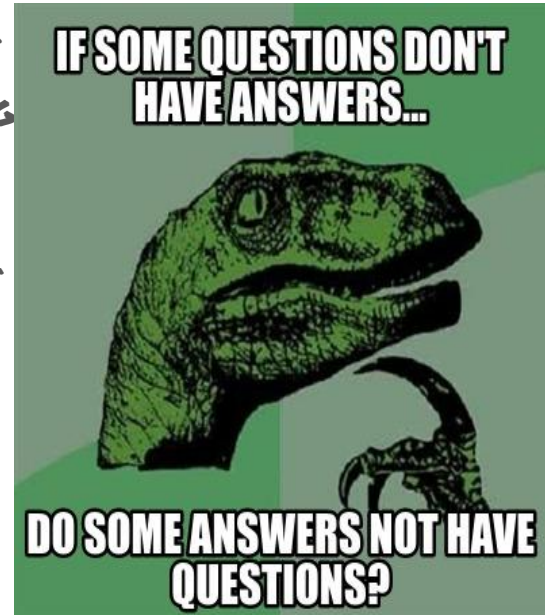


Caveats / Upfront Disclosure

THIS IS NOT INTENDED TO BE A COMPREHENSIVE LIST OF CAUSALITY NOR A MEANS TO REMEDY RECRUITING MISADVENTURES

I ENCOURAGE DIALOGUE AND LIVELY DISCUSSION AS TIME ALLOWS FOR IT.

WHILE THIS SESSION IS INTENDED FOR AGENCY/3RD PARTY RECRUITERS, THE SUBJECT MATTER APPLIES TO CORPORATE FTE AND CONTRACT RECRUITERS AND TALENT ACQUISITION PROFESSIONALS



Broad Categories

← THE FOCUS OF THIS SESSION!

1

Recruiter Tactics/Approaches/Failures

As a recruiter, perhaps you performed poorly or didn't set yourself up for success. What can you do better?

2

HR Meddling/interference

Part II (Covered in another Presentation)

HR acting as the traffic cop or worse as an activist judge

3

Hiring Manager Fussiness

Part III (Covered in Another Presentation)

The fallacy of "the perfect candidate OR I don't want a to jeopardize the status quo"

4

Company/Department Positioning/Reputation

Part IV (Covered in another Presentation)

Not all companies/orgs are created equal or hard to fit an "A" Candidate in a "B" Company/Department

5

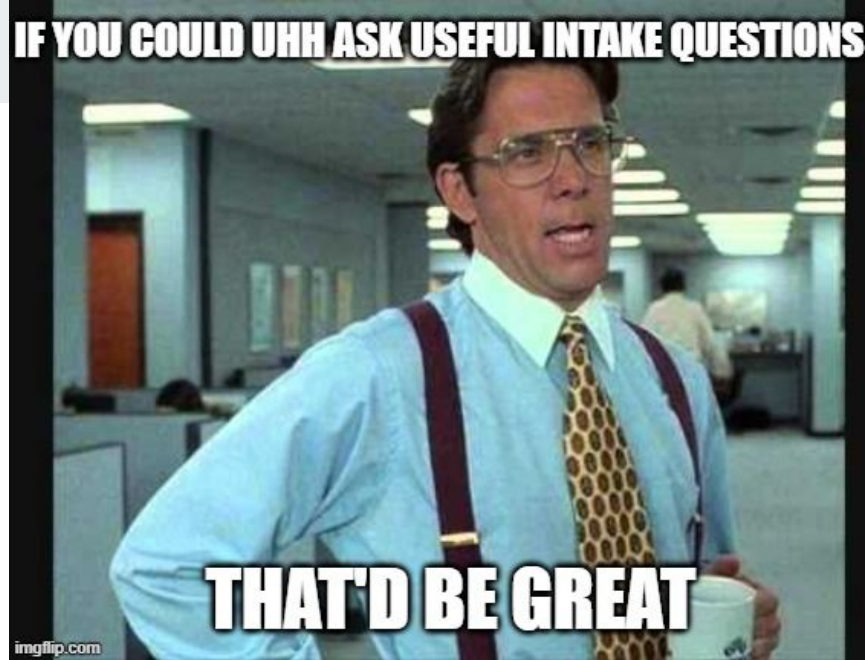
Candidate Misgivings/Competition

Part V (Mostly Covered in Another Presentation)
Better fit/offer/opportunity presented themselves or they just couldn't see themselves in the role or a better applicant was presented

Reason/Remedy/Discussion

I Intake

- You didn't qualify the role properly. For your intake meeting you heard but didn't listen and your candidates didn't hit the mark.
- You didn't pick up that hiring manager lacked a sense of urgency or was unrealistic. You can't fill a req if the hiring manager lacks the motivation to fill
- You didn't have good calibration candidates
- You were too focused on the bullseye and didn't think creatively about the position



- You didn't ask the right questions in the intake meeting
- You didn't have good calibration candidates or too fixated on the bullseye

Reason/Remedy/Discussion



I Marketing and Outreach

Your advertisement was a cut and paste of the client's post

- You didn't bother to ask non-fit candidates for referrals (2 baskets for sourcing those who fit and those who might know someone who fits)
- Your inmails and emails lacked any personalization so people ignored you. The "right" candidate was approached with more personalization by another recruiter and they responded.
- You didn't get off to a rocket start(starting strong is the key to finishing strong)

Reason/Remedy/Discussion



I Marketing and Outreach(Part 2)

- You weren't persistent enough(3 passes for competitive candidates)inmails, emails, and even text(only if you know them)
- The subject line of your inmail was banal, lacked originality. This is the most important part of the email/inmail
- You don't have a very large suitable LI following for the area you are recruiting. Building your network improves visibility and credibility
- You didn't coach the candidate prior to the interview if you saw shortcomings/ You didn't follow up with HM/business contact to find out how things went

Reason/Remedy/Discussion



-You didn't market your candidate(s) effectively to the HM/Business contact

What made the candidate stand out?

- What qualities are immediately noticeable?
- Candidate Enthusiasm/Synergy
- Candidate Scarcity
- Why you feel strongly about them?

Contract Recruiters /RPO Focus

- Doubling down on internal employees AND Contractors Referrals
- BOD/SAB Affiliated talent
- Professional Meetings/Conferences
- Contract to hire interns/post docs/Consultants

-You didn't ask to see submitted/vetted/off limit candidates

-Your recruiting strategy was wholly focused on linkedin and didn't include native approaches

-too many candidates but you lacked a means of vetting

Reason/Remedy/Discussion



I Your Attributes and Performance (Part 2)

- You made excuses for yourself and didn't take accountability for your shortcomings.
- You didn't learn from your previous mistakes and try to get better(Kaizen)
- Recruiting just isn't for you and you lack passion(Is this the right profession for you?)