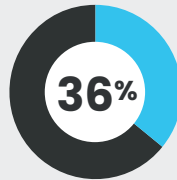


# Hiring Smarter, Not Harder:

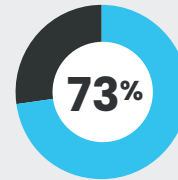
How to Save on  
Recruitment Costs and  
Expedite Time-to-Hire

# Welcome to a world of efficient hiring, where you can attract, select, and onboard top talent with confidence.

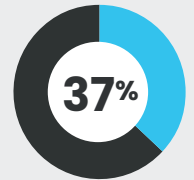
In today's fiercely competitive job market, we understand the daunting hiring challenges that HR managers face daily. The demands of sourcing, screening, interviewing, and the associated high costs can be overwhelming. Finding and securing top talent has never been more difficult.



**36% of HR leaders** say they don't have the resources to recruit top [talent](#)



**73% of job candidates** say competitive wages are a driver of offer acceptance...



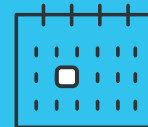
**...Yet only 37% of employers** plan to offer them to attract [talent](#)

For more than 75 years, we've dedicated ourselves to supporting companies like yours in navigating the ever-evolving hiring landscape. With a track record of helping thousands of organizations streamline their hiring processes, we've become a trusted partner for enhancing talent acquisition.

This comprehensive guide is more than just a collection of insights; it's your toolkit to design a better hiring process for your organization. One that eases your burden, reduces recruitment costs, and accelerates time-to-hire.

By the end of this guide, you'll not only be equipped with actionable strategies but also the knowledge to make informed decisions about your hiring process, all backed by our 97% direct hire retention rate that underscore our success in helping companies like yours.

Your Pioneers in Recruiting,  
The Stivers Team



The best candidates are hired within **10 days**

The average hiring process takes **40+ days**



Each job vacancy costs companies **more than \$4,000**

It costs an **average \$1,400 to onboard** a new employee



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# Talent Acquisition Trends (And Challenges)

Experienced HR managers know that the hiring and recruitment process typically involves several steps, including defining job requirements, sourcing candidates, screening applicants, conducting interviews, and making job offers. While each step is critical, it can also be time-consuming and resource-intensive.

*Today's hiring process is also riddled with challenges stemming from these recruiting trends:*



## Labor Shortages:

Today's workforce has shifted. Many working Americans in professional roles have switched (or are looking to switch) to employers who offer a better [work-life balance](#), or even left their industries altogether in favor of finding more meaningful work. Paired with the retirement boom from the pandemic, labor shortages have become a recurring theme. These shortages lead to significant cost impacts, as it costs more to find new employees with the right skills and experience.



## Skill Mismatches:

As processes evolve, there is a widening gap between the skills job seekers possess and the skills employers need. Companies are faced with the challenge of upskilling or reskilling their workforce to bridge this gap. According to the [World Economic Forum](#), up to 44% of workers' core skills are projected to undergo changes in the next five years.



## Competition for Talent:

Companies are competing fiercely for top talent, leading to bidding wars and salary inflation in some sectors.



## Diversity and Inclusion:

80% of job seekers favor organizations that value [diversity and inclusion](#) in their workforce, requiring new or updated strategies for attracting and retaining underrepresented talent. For some companies, it can be difficult to get their [leadership teams](#) on board with DEI efforts.



## Remote Work Expectations:

The pandemic accelerated the acceptance of remote work, and job seekers increasingly expect flexibility in work arrangements. Companies have adapted by offering remote or hybrid work options. Yet many who are going back to [in-office mandates](#) are being met with pushback.



## Employee Burnout:

High levels of employee burnout and turnover pose a recruitment challenge. Companies must address work-life balance issues and promote employee well-being.



## Digital Transformation:

Companies are looking for candidates with digital skills to help navigate the fast pace of digital transformation. This creates a high demand for tech-savvy professionals in multiple industries.



## Employee Retention:

Once hired, retaining employees becomes a critical challenge, as competition for talent makes it easier for employees to switch jobs if they are dissatisfied with their current role or company.

# Why Is It Important To Streamline The Recruiting Process?

You might be thinking: *How in the world does any company successfully recruit employees with all of these hiring challenges stacked up against them?*

The answer is quite simple: they do it by streamlining their hiring processes. The benefits are compelling:

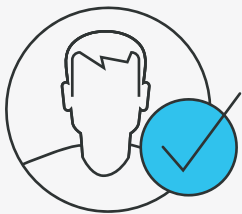


## Reduces Time-To-Hire:

Efficient staffing and recruitment gets talent working and contributing to your organization's success faster.

## Cost Savings:

Reducing time-to-hire and improving efficiency can significantly lower recruitment costs, including advertising, interview expenses, and staff time.



## Top Quality Hires:

A structured approach helps you identify and hire the most qualified candidates.

## Better Candidate Experience:

A streamlined recruiting and hiring process shows respect for candidates' time and can enhance your employer brand and reputation.



## Competitive Advantage:

In an increasingly competitive job market, a faster hiring process allows you to secure top talent before your competitors.



# How To Design a Better Hiring Process

Now that you understand the importance of streamlined staffing and recruitment, you're ready to design a better hiring process for your organization. Here's where to begin.

## Step 1: Optimize Your Talent Acquisition Team

You've heard the saying: A company is only as good as the people it keeps. Assembling a skilled and efficient talent acquisition team is the first crucial step to streamlining the hiring process. These are the elements that make up a highly efficient and effective recruitment unit.

### Diverse Skill Sets:

Ensure that your team possesses a diverse range of skills, such as sourcing, interviewing, assessing candidates, and utilizing technology. Different team members can specialize in different aspects of the hiring process, enhancing the team's overall capabilities.

### Adaptability:

Talent acquisition trends are constantly evolving. An effective recruiting team is adaptable and open to new approaches, technologies, and strategies. Encourage continuous learning and development to stay current with workforce management trends, like using AI for screening, investing in employer branding to attract candidates, and utilizing multiple sourcing channels.

### Continuous Improvement:

Create a culture of continuous improvement within your team. Regularly review and analyze the hiring process, gather feedback from candidates and hiring managers, and identify opportunities for enhancement.

### Collaboration:

Foster a culture of collaboration and cooperation within the team. Effective communication and teamwork can lead to better decision-making and more efficient hiring processes.

### Time Management:

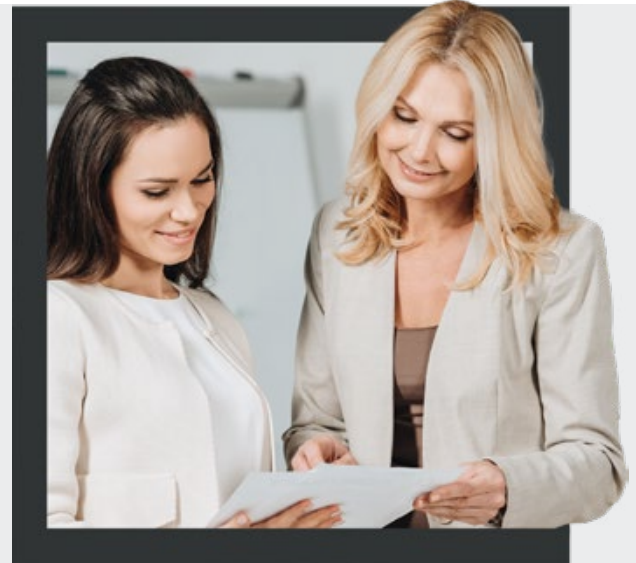
A streamlined hiring process means a fast-paced hiring environment. Team members should be able to prioritize tasks, manage their schedules, and work efficiently.



## Step 2: Assess Your Current Hiring Process

Before making changes, it's crucial to evaluate your existing procedures. Ask your talent acquisition team the following questions:

- What is the current hiring process for our company?
- What is our average time-to-fill? Average time-to-hire?
- What are the major bottlenecks or delays?
- Are there any recurring hiring challenges or inefficiencies?
- What are the average recruitment costs we incur?



## Step 3: Define Clear Hiring Objectives and KPIs

Once your assessment is complete, the next step is to define clear, measurable objectives and key performance indicators (KPIs) for your improved hiring process. Some common KPIs include:



### Time-to-Fill

The time it takes to fill a vacant position, starting with the job req to job acceptance.



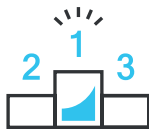
### Time-to-Hire

The time from candidate application to employment offer.



### Cost-per-Hire

The total cost associated with hiring divided by the number of hires.



### Quality-of-Hire

Evaluating a candidate's long-term performance and impact on the organization.



### Candidate Satisfaction

Gathering feedback from candidates to assess their experience.

Periodically review your hiring process and KPIs and compare them with industry benchmarks. ([SHRM HR Benchmarking Reports](#) is a great resource.) This helps your organization stay competitive, drives process improvements, and ensures that your talent acquisition strategies align with industry standards and best practices.

**Free Download: [How to Calculate Hiring KPIs.](#)**



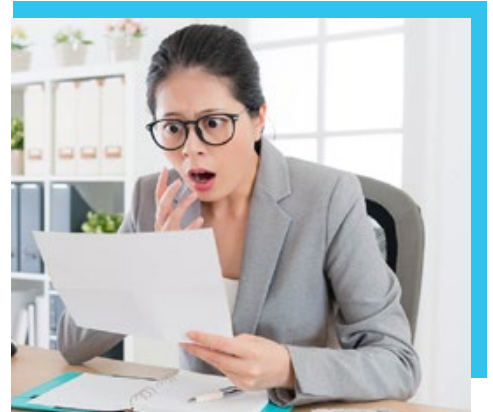
# How To Streamline Your Staffing and Recruitment

Armed with knowledge and hiring goals, you're ready to start taking action to streamline your hiring process. By eliminating hidden costs associated with in-house hiring, reducing time-to-hire, and utilizing the right sourcing strategies, you can achieve a more streamlined recruitment approach.

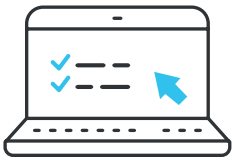
## Reduce Recruitment Costs

Hiring and recruitment is a costly investment. A [study by Deloitte](#) found that businesses spend an average of \$4,000 to fill an open position. Despite the perception that internal hiring is cheaper, that's not always the case. Hiring an employee using in-house recruiting teams can cost you as much as 6-9 months of that employee's salary.

Here's a closer look at the financial aspects of recruiting and hiring, and how to reduce them.



## Advertising Costs



### Job Boards

The cost of job postings varies by platform. On average, job postings on popular platforms like LinkedIn can range from \$200 to \$500 per job for a 30-day listing, while posting on Indeed can cost \$100 to \$250 per job. To minimize these costs, consider strategic job posting, such as targeted job boards for specific industries or using social media platforms for free or low-cost job ads.

**Important tip:** Do your research on job board advertising best practices. You'll see the biggest bang for your buck when you understand the ins and outs of job posting optimization and cadence.



### Employer Branding Initiatives

Investing in employer branding initiatives, such as content creation, social media presence, and employer review platforms, may require a budget. However, these initiatives can have a long-term impact on reducing the need for paid job postings, as a strong employer brand can attract candidates organically.



# Internal Hiring Costs

Consider the hours invested by your HR staff and the lost productivity due to being understaffed.



## Opportunity Cost

When you choose to fill a position using internal resources, you may be taking an employee away from their current role. For example, if you have a team member earning an annual salary of \$55,000 and they spend three months heavily recruiting for a position because of their expertise and understanding of the role, this could equate to roughly \$13,750 in salary expenses, not to mention the productivity loss.



## Onboarding Costs

Regardless whether a role is filled by an internal or external candidate, there are always onboarding costs to consider: training materials, orientation, equipment, and time spent by managers and colleagues to bring the new employee up to speed. And while internal hires may require less onboarding, there are still costs associated with integrating them into the new role.

# Time-to-hire

Did you know on average it takes 42 days to find and [hire one employee?](#) Time is of the essence in today's competitive job market, so it's important to have a speedy time-to-hire. Here are effective strategies that will help.

# Leverage Technology

Modern technology is one of the talent acquisition trends that is here to stay. It can significantly streamline your hiring and recruitment processes and decrease time-to-hire:

## Applicant Tracking System (ATS):

Implement an ATS to automate administrative tasks like collecting and scoring applicants, tracking candidates, and centralizing aggregate data. This is also a great way to leave notes to reference later if you correspond with candidates along the way.

## AI and Machine Learning:

Artificial intelligence is changing the recruiting process for the better. Use AI tools for tasks like resume screening, candidate matching, and predictive analytics. Incorporate automated messaging throughout the hiring process to keep the candidate warm and engaged (email or text). Chatbots also fall into this category, and can be used in several instances such as confirming the candidate's application, scheduling interviews, answering FAQs, and more.

## Video Interviewing:

Conduct initial interviews via video to save time and resources.

## Data-Driven Decision-Making:

Encourage your team to utilize data and analytics in their decision-making processes. Data can provide valuable insights into the effectiveness of your recruitment strategies and help identify areas for improvement.



# Craft Compelling Job Descriptions

Well-written job descriptions attract the right candidates and reduce the likelihood of unqualified applicants. A compelling job description should include:



## Salary Range:

Arguably the most important piece of information. While pay transparency is becoming increasingly common (even [required by law](#) in certain states), there are still a healthy amount of organizations who don't embrace this change. Which begs the question: Why? BambooHR found that [including a salary range](#) in your job posting actually encourages candidates to apply. Leaving out salary information can drive away exceptional candidates, as **60% won't even apply** if the information isn't provided!



## Clarity:

Ensure job descriptions are clear, concise, and transparent. What will be their main responsibilities? What additional projects might they be overseeing? What problems are they solving? Will they be leading a team?



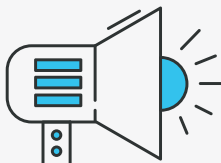
## Optimization:

Many job boards like Indeed and Google Jobs recommend using actual job titles rather than jargon-filled titles. If you're hiring a Controller, don't list it as a Spreadsheet Savant — that's not what candidates are searching for. This ensures that your ad will be served to more candidates.



## Inclusivity:

Use inclusive language to appeal to a diverse range of candidates.



## Branding:

Why should a candidate want to work for you? Showcase your organization as a desirable place to work by highlighting its mission, culture, and opportunities for growth.

# Structure Your Interview Process

A streamlined interview process not only improves consistency and fairness, but it also helps make sound hiring decisions. Here are four key components of an effective interview process that lead to more reliable assessments and selection of the best-fit candidates for your organization.

## Shorten Your Interviews

With the amount of time it takes to hire a new employee reaching an all-time high, so is the mounting frustration it causes for candidates. Shorten the interview process whenever possible, making sure to only include key decision-makers.



## Panel Interviews

Panel interviews involve multiple interviewers from different departments or teams within the organization. This approach is designed to reduce biases and provide a well-rounded evaluation of candidates. The varied perspectives of panel members can reveal different aspects of a candidate's suitability for the role, and it minimizes the impact of individual interviewer biases. Just be sure panel interviews don't increase time-to-hire.

## Standardized Questions

These questions should be carefully designed to elicit specific information about candidates' skills, experience, and cultural fit. By asking every candidate the same set of questions, you create a level playing field for evaluation, making it easier to compare their responses objectively.

## Assessments

Assessment tools include skills assessments, job-related tests, and behavioral assessments. They provide a data-driven and objective way to evaluate a candidate's suitability for the role, complementing the insights gathered through interviews.



# Evaluate Candidates Efficiently

Effective evaluation involves a comprehensive approach that goes beyond technical skills assessment. You must also ensure a fair and unbiased evaluation. Here are strategies for efficient candidate evaluation that can significantly impact your time-to-hire.

## Check Your Bias

Unconscious bias can manifest in various ways, such as favoring a candidate due to a shared alma mater or subconsciously showing less preference based on a candidate's name. To guarantee that candidates are evaluated solely on their qualifications and talents, consider implementing blind resume reviews during the pre-screening process.

## Structured Evaluation Forms

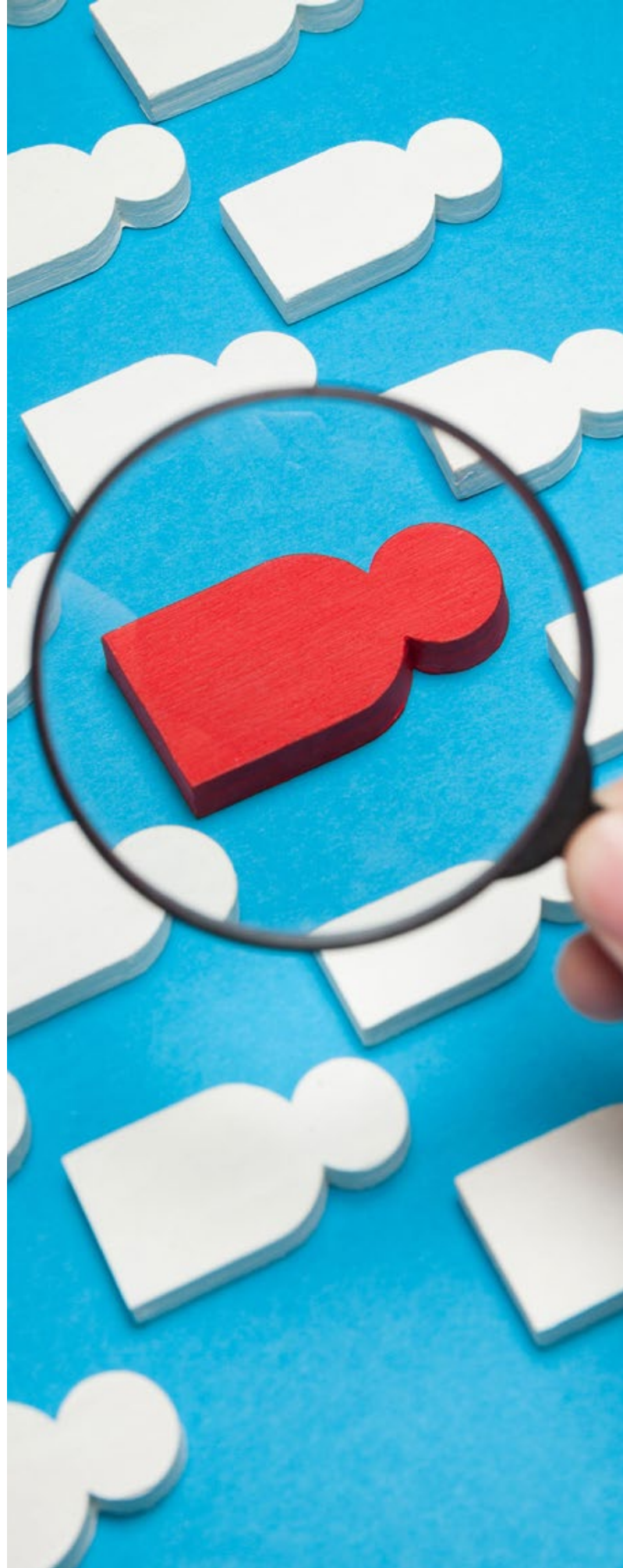
Create evaluation forms for interviewers to rate and comment on each candidate's performance. Include sections for strengths, weaknesses, and overall fit for the role. These forms standardize the evaluation process and provide a clear record of assessments.

## Reference Checks

Conduct thorough reference checks for final candidates, reaching out to previous employers and colleagues to gather insights about their work ethic, performance, and character. For an extra layer of candidate insight, consider visiting their LinkedIn profile for endorsements and recommendations, which can offer a 360-degree view of their professional relationships and skills.

## Feedback Loops

To keep candidates and hiring managers well-informed and engaged, establish clear feedback processes. Feedback loops ensure that candidates receive timely updates about their progress, and allow hiring managers to stay in the know. Effective communication is important throughout the evaluation phase, promoting transparency and enhancing the overall hiring experience.



# Adopt Innovative Recruitment Sourcing Strategies

Identifying the right sources for talent can save precious time and help keep hiring costs in check. Encourage your team to think creatively and explore new recruitment and sourcing strategies. This might involve experimenting with different sourcing channels, employer branding initiatives, or unconventional methods to attract top talent.

## Sourcing Channels for Strategic Recruitment

Sure, there are your typical sourcing channels like your career website and social media channels. But there are also a variety of additional sources to tap into:



### Social Media Groups

Discover the potential of groups to reach specific candidates by their interests. For example, search for “Accounting Professionals” in Facebook and you’ll likely find several niche communities where experienced accounting and finance talent connect. LinkedIn Groups boast multiple groups based on interests, organizations, industries, and more.



### Online Job Boards

Utilize high-performing job boards like Indeed and CareerBuilder. There are also many niche and industry-specific websites to consider.



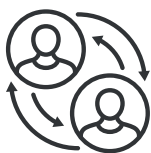
### Networking

A classic and evergreen recruiting source, attending industry events and conferences are a great way to connect with potential candidates.



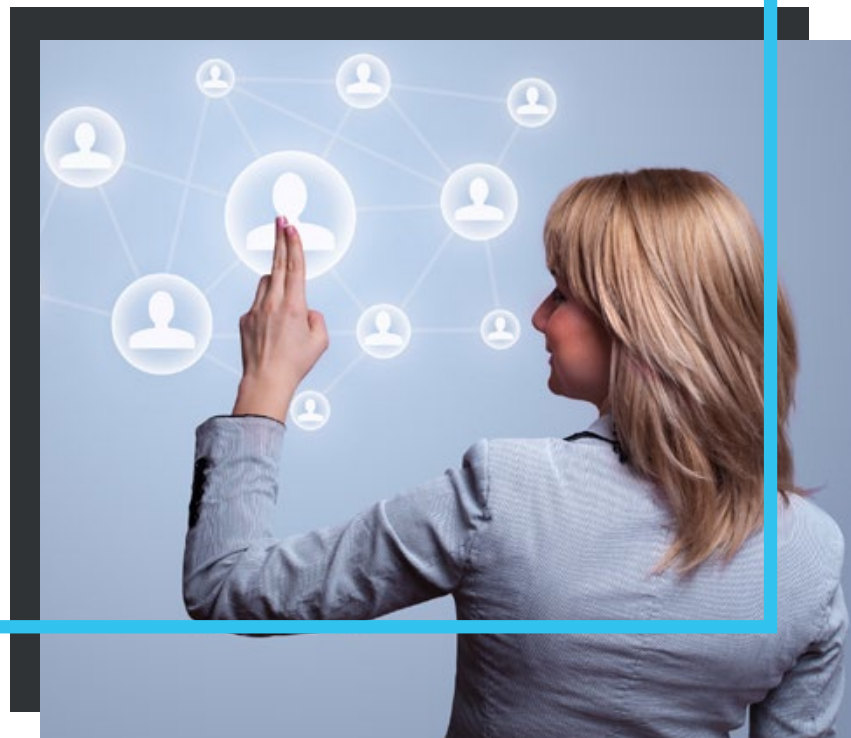
### Internal Talent Pool

Leverage your current employees. Who might be a great fit based on their experience, skillset, and growth goals?



### Employee Referrals

Incentivize employees to refer potential candidates from their networks, especially if you’ve identified a potential candidate that they’re connected with on LinkedIn.





## Employer Branding Initiatives

Branding is an often overlooked component of innovative recruitment strategies. Building a strong, positive, and distinctive employer brand helps attract (and retain) top talent who align with your company culture and values. By showcasing your organization as a desirable place to work, you can significantly reduce time-to-hire as candidates are more likely to be drawn to your opportunities organically.



### Invest In Your Employees' Experience

Create an environment where employees feel valued, engaged, and motivated. This can include offering unique perks and benefits, promoting work-life balance, and fostering a culture of continuous learning and development. When your current employees are advocates of your organization, they become the most convincing brand ambassadors.



### Employee Ambassador Programs

Encourage willing employees to share their experiences, behind-the-scenes pics, and insights on social media platforms like LinkedIn, X (formerly known as Twitter), and Glassdoor. Then share their content on official company channels.



### Content Marketing and Thought Leadership

Establish your company as an industry leader by consistently producing and sharing valuable content. This can include blog posts, whitepapers, webinars, and videos related to your industry, company culture, and workplace practices. Thought leadership content not only attracts candidates who seek knowledge but also demonstrates your company's expertise and commitment to growth.

# Effective Communication in Recruitment

Communication is the foundation of a successful hiring process. No matter how streamlined and cost-effective your recruitment program is, poor communication can derail the entire experience. It plays a pivotal role in various aspects of the recruitment process, from internal coordination with hiring managers to candidate interactions and the overall candidate experience.

## Communication With Hiring Managers

Talent acquisition teams must be skilled at managing relationships with hiring managers and key stakeholders. Effective internal communication ensures alignment between the recruiter and the specific needs of the business. This means understanding the unique requirements of different departments and roles within the organization.



### Best Practices for Internal Communication

#### Meet Regularly

Schedule regular meetings with hiring managers to discuss open positions, job requirements, and the status of ongoing recruitments.

#### Collaborate

Create a collaborative environment where feedback and insights from hiring managers are welcomed and considered in the recruitment process.

#### Candidate Alignment

Develop a shared understanding of the ideal candidate profile to avoid misalignment between expectations and reality.

# Communication With Candidates

Effective communication with candidates is essential for a positive hiring experience. The way candidates are treated and communicated with can have a profound impact on their perception of your organization and brand reputation — for better or worse.

By focusing on the [candidate experience](#), you can control how candidates perceive your company's hiring process. This includes communication touchpoints before, during, and after applying for a job, such as:

- ✓ **Your Career Site**
- ✓ **Job Descriptions**
- ✓ **Application Process**
- ✓ **Interviews**
- ✓ **Communication and Follow Up**

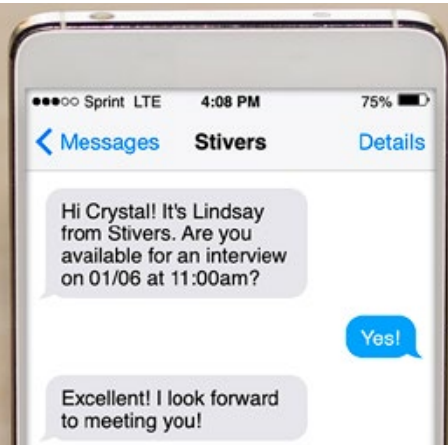




# Best Practices for Candidate Communication

## Be Clear and Consistent

Ensure that communication with candidates is clear, consistent, and timely throughout the entire hiring process. Ambiguity or silence creates frustration and may discourage candidates from considering your organization further. Plus, word of mouth travels fast and a frustrated candidate can dissuade others from applying at your company too.



## Embrace Technology

AI is changing the recruiting process in exciting ways! Use technology trends to enhance and personalize candidate communication. Chatbots, automated messaging, and texting are all tech examples that keep candidates engaged and informed. These tools can provide immediate responses to frequently asked questions, schedule interviews, send reminders, and more.

## Get Candidate Feedback

Send candidates a short online survey after their recruitment journey is complete. Ask them to share their thoughts on the application process, interviews, and overall experience. (Google Forms or SurveyMonkey are simple and free to use.) Keep it short and send reminders to increase the likelihood of receiving a response. Be sure to include at least one optional paragraph field or comment box at the end so they can type out additional thoughts at length if needed.



## Use the Feedback

After you've identified areas for improvement and gained valuable insights into the candidate experience, use the feedback to fine-tune your recruitment process. Address any pain points identified by candidates quickly. Double down on the positive points; how can you surprise and delight candidates even more?



# Benefits of Outsourcing Recruitment

When the right talent can mean the difference between success and stagnation, hiring and recruitment can be a daunting challenge. Hiring can consume valuable time and resources, potentially slowing down your strategic growth and operations. However, there's a solution that promises to alleviate this burden and streamline your hiring needs: partnering with a reputable staffing and recruitment firm.

Here are the benefits of outsourcing your recruitment and selection process.



**According to a survey by the American Staffing Association, 90% of companies who partnered with staffing firms reported satisfaction with the quality of their candidates.**

## Cost Savings

Outsourcing recruitment to a staffing and recruitment firm can lead to [significant cost savings](#) for your organization. Hiring is a complex process that involves various expenses, such as job advertising, background checks, testing, and onboarding. Staffing firms have the resources and expertise to optimize these processes, often at a lower cost compared to handling them in-house.

Additionally, outsourcing can reduce the expenses associated with time-to-fill, as vacant positions can result in lost productivity and revenue. By partnering with an experienced professional staffing firm, you can mitigate these costs and improve your organization's bottom line.

## Focus on Core Business

Outsourcing your hiring needs allows you to concentrate on your core business activities. With the staffing firm handling the hiring process, you can direct your energy and resources towards strategic growth and operations. For instance, a [call center](#) can remain focused on providing exceptional customer service while a staffing firm takes care of recruiting skilled agents.



***Can you identify key areas in your business where you could allocate resources more effectively if hiring responsibilities were outsourced?***

## Expertise and Resources

Staffing firms bring specialized knowledge and resources to the table. They are equipped with the latest tools, technologies, and industry insights, ensuring you have access to the best talent and recruitment strategies.

# Staffing and Recruitment Firms: End-to-End Hiring Management

Staffing firms offer end-to-end hiring management, handling the entire recruitment process from start to finish. This includes candidate sourcing, screening, interviewing, and selection. The agility of staffing firms is invaluable in controlling costs and reducing time-to-hire, expediting the recruitment process to secure top talent.

As a professional services staffing firm, Stivers excels in recruiting candidates for a variety of industries: [Administrative](#), [Customer Service](#), [Accounting and Finance](#), and [Human Resources](#). A commitment to providing a superior customer experience is why clients have rated us among the top 2% of recruiting firms in the U.S. and a 4.5 star [Great Recruiters rating](#).

Here's how we can help streamline your recruiting process.

## The Foundation: Client Communication

Transparency in [client communication](#) is the bedrock of a successful Stivers partnership. We've seen first hand how the lack of communication from a staffing provider can negatively affect your business' operational efficiency and productivity, the quality of talent acquisition, and your satisfaction as a paying customer. Effective communication plays an important part in providing the right talent without the effort and cost of recruiting and onboarding.



*Stivers places a strong emphasis on client communication, ensuring prompt feedback, quick candidate commitments, and shorter interview processes.*

## Candidate Sourcing & Screening

We leverage our extensive network and resources to quickly find the best fit for your organization. Our thorough evaluation process ensures the best match for your specific hiring requirements based on skills, experience, and culture.

Stivers has more than  
**100,000** pre-screened  
candidates in our growing  
database who are ready to  
work for you – right now.



**Stivers' proven process quickly delivers high-quality candidates with an industry-leading 97% success rate.**

## Interviewing & Selection

The interviewing and selection process can be daunting. Stivers streamlines this phase by conducting interviews and reference checks on your behalf, guiding you toward making well-informed hiring decisions. By presenting you with a shortlist of highly qualified candidates, we save you valuable time and effort.

## "Try Before You Buy" & Direct-Hire Recruitment

A significant benefit of working with Stivers is flexibility. For example, a contract-to-hire arrangement allows you to employ a candidate temporarily before hiring them. This allows you to ensure the right match for your business before making a full-time investment. If it's not the right fit, you're not responsible for unemployment costs, administrative paperwork, or the continued sourcing process.

Alternatively, Stivers can assist with direct-hire recruitment. Your chosen candidate is hired by your company from Day 1 and you'll just pay a one-time placement fee.

**Stivers is committed to bringing you the right talent the first time. But if they don't work out?**

**You won't pay until we find someone who does.**

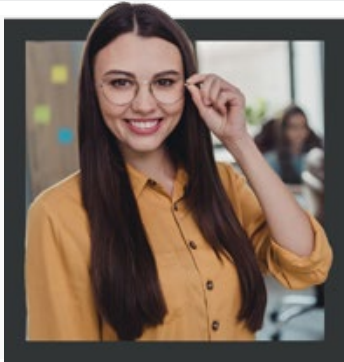
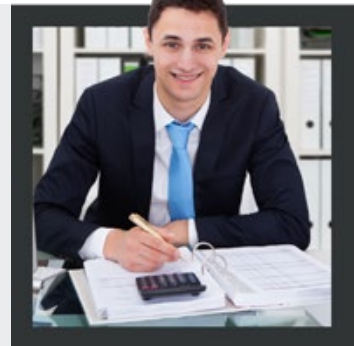
# | Hiring Success Stories

To illustrate the effectiveness of partnering with Stivers for recruiting and hiring, here are some success stories and case studies. These real-world examples showcase how businesses like yours have benefited from streamlined hiring processes, reduced costs, and exceptional talent acquisition.

## Case Studies

Want to see how we quickly filled a senior level accounting role, saving our client weeks of time and over \$900 in advertising costs?

[\*\*Read the details here →\*\*](#)

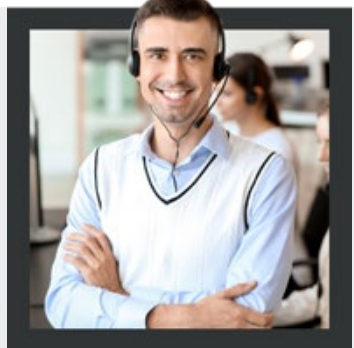


A medium-sized business required a recruiting solution to quickly expand its overworked Human Resources team. Stivers identified the right hire within 10 days, saving them 37 hours of work which improved productivity and operational efficiencies.

[\*\*Read the details here →\*\*](#)

A government agency required seasonal call center/customer service staff to support an upcoming November election. A sole partnership with Stivers resulted in a 24-hour turnaround time for the exact number of employees needed, plus training coordination.

[\*\*Read the details here →\*\*](#)



A Chicago school district needed immediate help to relieve their overworked HR team who was already stretched thin recruiting to fill more than 100+ vacancies. Stivers saved them countless hours of work and placed 500 employees across 18 schools.

[\*\*Read the details here →\*\*](#)

## Testimonials

“The other company we were working with sent us numerous candidates who didn’t interview well, or started on the assignment and didn’t perform well. Communication was abrupt, and not as responsive as what we were looking for. The first person Stivers sent to us was who we hired and she has become a wonderful contribution to our team. Stivers is responsive and accommodating. We will definitely partner with Stivers for future needs, and will refer them to anyone inquiring about the type of services they offer.”

— *Admissions*

“

Allie is AMAZING! Anytime we need support at one of our schools, she fills the need immediately. We can’t thank her enough for everything she does!

— *Director Of Human Resources*

“

“I am loyal to Stivers and I’m not interested in using any other services. They provide quality people and I have great communication with them.”

— *Voter Services Manager*

I am very happy we chose Stivers as a partner for this hiring challenge we were facing. We received a lot of candidates from other recruiters, but the process Stivers takes to find and engage the right candidate makes all the difference.

— *Human Resources Manager*

“

Stivers was quick to respond to our request and made a huge impact. Our new HR Specialist is doing great. I don’t know how I managed without her. She’s fitting in and already making an impact. I was recruiting for that position since September! Thank you for finding her.

— *Human Resources Manager*

*“Stivers has been excellent at providing quality candidates & quick response time.”*

*“Stivers' communication has been exceptional.”*



***We have always had good candidates from Stivers, several having gone from temps to long-term employees.***

*“We have worked with Stivers for over 20 years and will continue to do so. We are happy to have them as a provider. Their staff are always a pleasure to work with for our business needs.”*

*“Stivers is great to collaborate with. They listened attentively to my needs and provided me with exceptional candidates. I have been working with Stivers for more than 23 years!”*

I have worked with Stivers for many years for temporary employment needs. The staff I work with were available and attentive to my needs. In the future I will continue to work with Stivers. In the past I have referred others to Stivers for their staffing needs.

Stivers worked great with us after a misfire on a candidate that we had hired. The second hire has worked out great. I tried handling the process myself but didn't have time, and by the time I reached out to the best candidates they were not available. We will be using Stivers from now on.

# Conclusion: Embrace Efficiency, Savings, and Success in Hiring

Streamlining your hiring processes, cutting costs, and accelerating time-to-hire are journeys of continuous improvement. This guide has equipped your talent acquisition team with strategies and best practices to efficiently attract top talent, make informed decisions, and contribute to your organization's success.

A well-structured, streamlined hiring process is an investment that yields significant long-term returns. It not only brings in the right talent but also lightens the resource burden on your organization.

In the business world, every minute and every dollar counts. By partnering with a [professional services staffing](#) firm like Stivers, you learn firsthand the difference experience makes when it comes to hiring success. Entrusting the entire hiring process to staffing experts allows you to save time, reduce costs, and secure top talent with ease.





# Need Confidence in Your Hiring Strategy?

It's time to feel confident that your organization can achieve more with the right hiring strategy and recruiting partnership. Discover how Stivers can take your hiring process to the next level.

***Learn more:***

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