6 ways TA teams do more with less

Advice to help your team work more efficiently

The C-suite's attention is focused on talent acquisition right now. From the team's productivity to the ROI of their tech investments, the pressure to be efficient and effective is on.

Whether your business is struggling with a staffing shortage or you're working with fewer resources than ever before, there are ways to help your team do more with less.

Below, hear from seasoned talent acquisition leaders on 6 tactics to streamline your team's efforts and prove the value of your work.

1

Put AI to work for talent acquisition

Recruiters are buried under a heavy administrative workload that distracts them from what should be their chief focus: relationships.

Help your recruiters focus on making connections and sharpen their hiring edge with AI-integrated recruitment tools. Take it from Jeff Battinus, head of talent acquisition at Dental Care Alliance: "As a long-standing customer, our talent acquisition team uses iCIMS to engage and hire the talent we need to build strong teams and provide great care. We're excited to use iCIMS' new generative AI innovations built directly into our current system to **accelerate hiring, improve productivity and provide intelligent recommendations** for better decision-making."

2

Create data-driven hiring practices that prove your worth

In today's unpredictable economy, organizations expect investments to provide an immediate, obvious return. It's no different in the world of talent acquisition.

With iCIMS, Norman Regional Health System shows off its progress to leaders: "We've been able to establish service level agreements for applicants' time to review, time to disposition, time to offer and time to hire. **Those metrics now have credible meaning, and we're able to share those with our leaders**," said Keith Minnis, vice president of human resources.

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3

Get internal talent moving and relieve recruiters

Internal mobility shouldn't feel like a battle for employees. Team members should feel excited to explore new opportunities within their company.

iCIMS Opportunity Marketplace enabled healthcare giant Mercy to proactively engage internal talent: "**It saves us from a cost perspective to recruit directly**, versus going through agencies," said Paul Kinsey, Mercy's executive director of talent selection innovation. "iCIMS helps us keep talent in the door."

4

Save money on sourcing with deeper talent pools

When candidate sourcing is slow, time to fill rates drag, productivity suffers and hiring expenses pile up.

According to Rosey Pullmann, senior talent acquisition partner at iCIMS, that's why it's essential to keep your talent pipelines warm. "Nurturing your existing talent pipeline and keeping your organization top-of-mind for them is not just cost-effective, **it gets the right person in seat faster**," she told RecruitmentMarketing.com. "It allows you to strategically curate a loyal team that's ready to bring their A-game when the right role opens up."

5

Make candidate management your competitive edge

When candidates have to wait to hear back on their application, their interview or their offer, they become more and more likely to walk away.

That's why Norman Regional Health System depends on iCIMS to keep candidate management speedy – and hiring costs low. "We're up against much larger healthcare systems in a competitive market," said Minnis. "Our ability to screen applicants and get them an offer quickly is of the utmost importance – **speed wins the game in this environment.**"

6

Drive bottom-line impact

The candidate experience doesn't occur in a vacuum. When the application experience disappoints, companies risk more than dissatisfied job seekers.

According to iCIMS Chief People Officer Laura Coccaro, **providing a stellar candidate experience is no longer icing on the cake.** "Today, it affects the bottom line and is critical for businesses to get right," she said. "In fact, more than half of our survey respondents said they'd be less likely to be a consumer of a brand that they had a bad interview or application experience with."

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