

A HIRING SURGE

AVOID THE STORM
RIDE THE TALENT PLATFORM WAVE

WHAT IS A HIRING SURGE?

A hiring surge is a sudden, significant increase in the demand for personnel during an otherwise stable hiring period.



**\$4,129
PER HIRE**



**A HIRING
SURGE CAN
BE COSTLY**

Hiring surges can be expensive and unable to deliver within the allotted time frame. In fact, a 2016 report by the SHRM revealed that it takes \$4,129 and 42 days for the average company to fill a vacancy. If you extrapolate those values under surge hiring conditions without redimensioning the organization, all costs can grow significantly.

AN OVERWHELMED ORGANIZATION

Often when a surge in hiring is required, the HR department works within its capabilities and capacity. Surges usually exceed these internal boundaries leaving hiring managers disappointed in the results. Talent platforms have become a viable alternative for the organization.



3 KEYS TO SUCCESS:

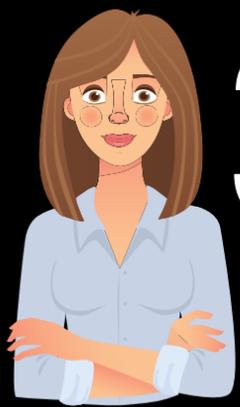
1. RAISE CANDIDATE RESPONSE RATES
2. KEEP CYCLE TIMES SHORT
3. CULTIVATE & MANAGE THE TALENT POOL



TALENT PLATFORMS

When scale is required, certain activities in the hiring process need to be outsourced. Sourcing, screening, interviewing, recruiting and onboarding at scale all require turn-key manpower during a surge. These talent platforms not only use unique tools to source new talent, they actively maintain their talent pools in preparation for such moments.

SG2 SURGE RECRUITMENT OUTSOURCING (SRO)



30% 

EMPLOYEE GROWTH

Companies that engage SG2's SRO talent platform, get a tailored talent acquisition process that integrates with their existing policies and processes.

SG2 CLIENT USE CASE

- A small, government contractor
- Achieve 30% growth in cleared employees in 8 weeks

\$2,900

COST-PER-CONTRACT

SG2 CLIENT RESULTS

- Contracted global team of 11 cleared candidates
- Duration 8 weeks
- Cost-per-contract \$2,900

