



# TYGES®

Industrial Business Unit  
Executive and Professional Search Firm

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LATEST NEWS FROM TYGES INTERNATIONAL - INDUSTRIAL  
BUSINESS UNIT

### Recruitment by the Numbers

By: Steve Sanders- VP/GM of Industrial Practice

Recruiting, like manufacturing, is a numbers game. Our firm collects a lot of data and we are disciplined about creating and maintaining processes such that our data is accurate and timely. For the most part, we use this data to assess performance and predict outcomes. An example would be that I can usually predict that an individual will be extended an offer based off of the number of onsite interviews we have scheduled for a particular search. In terms of statistics, the data shows that our processes yield results that are normally distributed and predictable.

In this month's column, I thought it would be useful to share some 2013 data from my desk:

- \* I started 58 new searches (JO).
- \* I presented (PSC) 254 individuals to my clients.
- \* I scheduled 182 Telephone (TI) interviews
- \* I scheduled 112 Face to Face (F2F) interviews.
- \* I was fortunate enough to participate in 26 Placements (PL).

All of these metrics are leading indicators except for Placements which is a lagging indicator. Essentially, we want to use the leading indicators as a predictor of the lagging indicator. So, for my desk in 2013, the ratios would be as follows:

- \* Job Order to Placement ratio 2.2 JO/PL
- \* Presentation to Placement ratio 9.8 PSC/PL
- \* Telephone Interview to Placement ratio 7.0 TI/PL
- \* Face to Face to Placement ratio 4.3 F2F/PL

Now that we have the data collected and in ratio form, we can make some predictions. Given that our processes do not change and we maintain the same level of discipline we have in the past, we can estimate what performance level is required to reach similar outcomes. An example might be how many Presentations will need to be made in order to accomplish a similar outcome to last year. In this case, I will need to make 254 PSCs- about 22 per month, 5 per week or 1 per day.

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Having shared all this data, you are probably now asking yourself what the implications are for you as a hiring authority or as a potential new hire. Based on what I have seen, these numbers are not universal and hiring processes can vary quite a bit but, in general terms, this data can be used to estimate how much activity needs to occur in order to drive outcomes (hiring or getting hired). An example would be that, for a particular search, you will need to meet with at least 4 people onsite before making a selection. If you are seeking a new role then you will need to send out about 10 resumes for each job offer.

In summation, recruitment/hiring is a numbers game and the data can be useful to predict outcomes. If you are a job seeker you should expect that you will need to generate a certain level of activity to be successful in your search. If you are struggling to fill openings in your organization and your metrics are well outside these ranges then maybe we can help.

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### **ACTIVE JOB OPENINGS:**

- Product Manager - Strong background in rotating equipment (Midwest)
- Mechanical Engineer - Pressure vessel/heat exchanger background (Chicago)
- Supplier Quality Engineer - Solid SQE experience needed with a broad range of commodity exposure (Chicago)
- Factory manager - Strong LSS experience needed (Southeast)
- Regional Sales/Business Development - Heat Exchanger sales (Houston or Midwest)

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Should you be interested in learning more about any of our current job openings or Impact Players, please contact us at [caroline.mutch@tyges.com](mailto:caroline.mutch@tyges.com). We look forward to working with you in the future.

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