

COMPLETED SEARCHES

VP Information Technology
National Commodities Supplier

Senior HR Manager
PE Backed OEM

Product Marketing Manager
Emerging CPG Company

Engineering Team Leader
Aerospace Products

FP&A Manager
Consumer Packaging

Senior Strategy Associate
Commercial Lender

Demand Planning Manager
Consumer Products Leader

Quality Manager
PE Financed Medical Products

Best Practices Leader
Tier 1 Supplier

VP Finance
Privately-held Precision Manufacturer

DID YOU KNOW?

35.5 million Americans travelled 50+ miles from home during Labor Day holiday?

There are 422 trees for every person on Earth?

Average expenditures per consumer unit in 2014 were \$53,495?

66 years passed between Wright Brothers first flying and man landing on the moon?

Survival rate for small business to reach 7th anniversary is 31%

99.4% of talent (differentiators) are currently employed?

Spanish national anthem does not have any words?

Recruitment & Performance Management Analytics

Recent studies have found businesses that excel in talent management and recruitment achieve earnings of 15-20% higher than their peers. Recruitment can have a direct and very positive impact on revenue creation and profitability. Here are some factors that are value-adding to the recruitment and performance process:

- Measure if new hires meet expected performance levels and change recruiting and evaluation processes as needed; this requires evaluation of soft and hard skills as well as onboarding process and commitment of both company and recruit.
- Identify best sources for hiring at various levels; engage those sources to be current with business evolution (i.e. promotions, new products/services, awards, expansion), best practices, culture, and other insight that supports reasons why talent would be attracted
- Measure time to fill a position; validate internal vs. external supply chain challenges to expedite hiring process
- Analyze characteristics of new employees that resign in first 100 days to best understand opportunities to improve recruitment and onboarding process.
- Proactively review characteristics, behavior, and work history of talent that has added value to leverage future recruitment and evaluation processes.
- Identify opportunities to reward performance; this can be pay-for-performance, special awards, promotions, recognition announcements, or time off. Top performers need to be acknowledged and recognized.

As a business partner, Bohan & Bradstreet proactively supports the recruitment of talent for our client companies through alignment of talent needs with candidate capabilities and expectations.