

# IS YOUR HIRING OF TALENT STAGNANT?



**A REVIEW OF THE KEY CHALLENGES FACING BUSINESSES IN  
THE HUNT FOR TALENT .**

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# WHERE WE ARE

WE LIVE IN A FAST PACED WORLD WHERE HIRING DECISIONS HAVE A BIG IMPACT ON BUSINESS AND THE WRONG HIRE CAN BE A COSTLY MISTAKE. WE ARE GOING TO EXPLORE HOW TO NAVIGATE THESE CHALLENGES AND FIND THAT UNICORN THAT DELIVERS THE TECHNOLOGY DREAM!

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*There is no real head hunting of top talent happening!*

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*I spend all my time reviewing volumes of CV's that are not quite right.*”

*All agencies are using the same tiny candidate pool of active candidates.*”

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*I have to give endless feedback to a range of recruiters in a lengthy process before even seeing a suitable CV. I then spend hours interviewing and having meetings trying to filter through the candidates.*”

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*Candidates don't even seem that committed!*”



# KEY ISSUES

- **Time Consuming**

Your time is heavily impacted reviewing volumes of CV's that are not quite right. This is taking valuable time from key people in the business to arrange and work through ultimately unsuccessful interviews?

- **Talent is Average**

The candidates you are receiving are just not up to your expectation level.

- **Lack of Conversion**

Difficult to fully onboard these candidates into long term hires. Candidates that are not committed and decline your offers, or take the job only to hand in their notice 3 months down the line.



# YOU ARE NOT ALONE

If this all sounds familiar to you, know that you are not alone. **99%** of companies are facing the same challenges. With many recruitment companies fighting for your attention it is hard to see the wood for the trees. Unfortunately playing a numbers game via recruitment agencies doesn't deliver the results you need. Multiple agencies brings a high workload versus success ratio.

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# THE SOLUTION

SO HOW DO OTHER LEADING TECH FIRMS ATTRACT AND RETAIN TOP TALENT? A COMMON ANSWER IS THAT THEY USE A MANAGED SERVICE OR AN RPO TYPE ARRANGEMENT... A TRUE PARTNER ACTING AS AN EXTENSION OF THEIR BUSINESS. WHAT THIS MEANS FOR YOU, IS THAT YOU HAVE A PARTNER WHO UNDERSTANDS YOU, YOUR BUSINESS DRIVERS, GOALS, VISION AND CULTURE. GIVING YOU SOMEONE YOU CAN TRUST TO DO ALL THE FRONTLINE SCREENING AND PROVIDE YOU WITH A STREAMLINED TALENT LIST. PROMOTING YOUR BUSINESS AND VISION TO THE TALENT MARKET THAT YOU SHOULD BE ATTRACTING TO DELIVER YOUR TECHNICAL STRATEGY.



Using an talent consultancy as an extension of your business in a Manager Service or RPO arrangement will;

- Gain you up to **60% of your time back** that would have been spent screening and interviewing candidates that weren't best suited for the role and company.
- Allow you to reach and secure **better quality candidates up to 3 times quicker** than traditional methods.
- Find you **the best talent**, not just the openly available candidates, you will select your target profiles from comprehensive mapping of your sector, laser focussing your search on exactly the right profile... and securing them!
- **Secure you the right people**, the most valuable asset to any business, especially one seeking growth. This intelligent approach means that when you hire you get the **perfect match**... talent that is motivated to work with you, people that are bought into your vision and will apply themselves to achieving this with you.



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# CONCLUSION

We have developed and refined a unique approach to consulting for our clients with strategies that deliver. Cornucopia IQ features a range of cutting-edge candidate assessment steps and an on-line candidate delivery platform giving you not only a tailored but evidence-based hiring strategy. Our premium service is proven to reduce your commercial downtime, cost to hire and greatly improve your retention rate.



**PLEASE VISIT OUR WEBSITE [WWW.CORNUCOPIA.COM](http://WWW.CORNUCOPIA.COM) OR BOOK IN NOW FOR A DISCOVERY CALL ON 01483 769220 TO SEE HOW WE CAN PARTNER WITH YOU ON YOUR NEXT HIRING JOURNEY AND HUNT FOR TALENT IN THE DATA AND ANALYTICS FIELD.**