

Speed up the hiring process

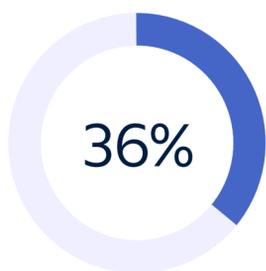
A cumbersome hiring process with too many tools and too many steps not only gets in the way when you need to hire quickly, it can also lead to missed opportunities and losing out on great candidates. While every step along the journey is important, there are ways to make hiring more efficient such as adopting recruitment automation, making sure the application process is quick and easy for candidates, and more.



What is recruitment automation?

It may come as a surprise, but many recruiters still spend much of their time on manual tasks such as sifting through stacks of resumes or scheduling (and rescheduling) interviews. Recruitment automation is the use of technology to streamline and optimize the hiring process.

It can help with repetitive tasks such as screening, that can be completed using pre-defined rules. So if a candidate meets pre-determined requirements for example, this could trigger an email being sent to them with a link to schedule an interview.



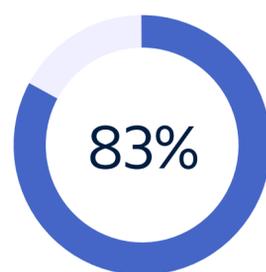
of HR professionals say they don't have adequate technology¹

Automation streamlines hiring without losing the human touch

From cutting down on the number of tools, to freeing up time for recruiters, to speeding up the entire process, there are many benefits of recruitment automation. Here's how it can make a positive impact:

Decrease costs

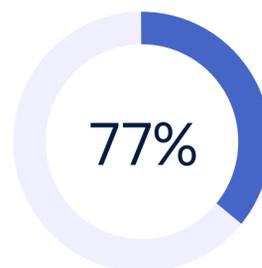
Automation can lower costs by helping recruiters handle a higher volume of applications efficiently. And with the right automation technology, you can eliminate the need for multiple tools and manage the recruiting process through one comprehensive platform.



of Employers agree that they accomplish more hiring tasks in less time on Indeed because it integrates a wide range of tools in one platform³

Increase efficiency

Automating time-consuming tasks like screening and scheduling, frees up more time for recruiters to connect with candidates and nurture those relationships, reducing the risk of losing talent to competitors because of delays.



of Employers agree Indeed automates redundant tasks so I can focus on making the right hire²

Improve candidate experience

Automation makes it easy to stay connected and keep candidates engaged throughout the hiring process. Quick, consistent communication gives job seekers the transparency they're looking for, which can even lead to a boost in your employer brand.

¹ <https://www.forbes.com/advisor/business/hr-statistics-trends/>

² Indeed Survey, US (n=386)

³ Indeed U.S. Employer Survey, March 2023, (n=600)

STREAMLINE RECRUITING

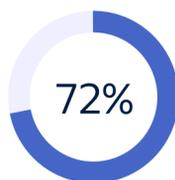
Tasks that can easily be automated

- ✓ Candidate screening
- ✓ Interview scheduling
- ✓ Candidate communication
- ✓ Assessments

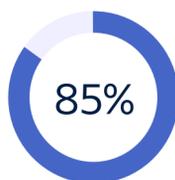


What do employers think of automation?

Harris Poll conducted a survey of more than 500 employers and 200 job seekers and recent job-switchers in the U.S. to find out what they think of automation. Here are some of the results.



of employers say they currently use some form of automation in their hiring process.



of employers feel that integrating automation in the hiring process has had a positive impact.

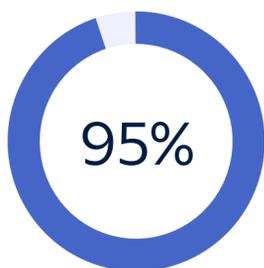


of employers agree that automating recruiting tasks and workflows could help them increase productivity, accelerate time-to-hire, reduce cost-per-hire and improve the overall candidate experience.

While most employers are in favor of automating the hiring process, respondents also made it clear that the human element won't — and shouldn't — be removed from the process anytime soon.

Recruitment automation in action

Virtual or in-person Indeed Hiring Events offer an end-to-end solution with built-in automation. Manual tasks such as scanning resumes, pre-screening talent, and confirming interviews are all taken care of so recruiters can expedite the interview process. Plus, automation is also used to promote events on both Indeed and Glassdoor, creating a unified workflow that reaches potential candidates efficiently.

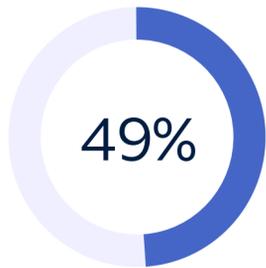


of users agree that Indeed Hiring Events is an essential product for hiring quickly⁴



A simple application process can help you hire faster

Recruiters often want the hiring process to be thorough so they don't waste time on candidates that ultimately aren't a good fit. While it's understandable, they risk creating a long, daunting process that drives away quality candidates.

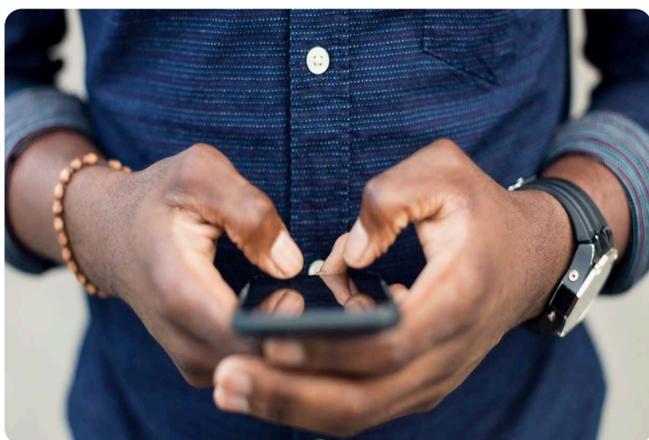


of job seekers say most job application processes are too long and complicated⁵

Whether people are passively seeking opportunities or actively seeking employment, most prefer a simple application process that won't take all day. That doesn't mean they don't want the job. It means they have other obligations in life, other applications to complete, and are perhaps completing applications during work breaks.

Tips to simplify the application process

-  Make sure it's available on desktop and mobile-friendly formats
-  It should take no more than 10 minutes to complete
-  Add a tool that shows job seekers where they are in the process
-  Avoid repetitive tasks like uploading a resume then having to type the same information



Have an urgent need to hire?

When you need to hire fast, Sponsored Jobs will boost your reach in search results because your jobs will appear more often and for longer than non-sponsored jobs. Plus, you can activate the 'Urgently Hiring' label so candidates see you're moving through the process quickly. Sponsored Jobs posted directly on Indeed with Urgently Hiring make a hire 5 days faster than non-sponsored jobs.⁶

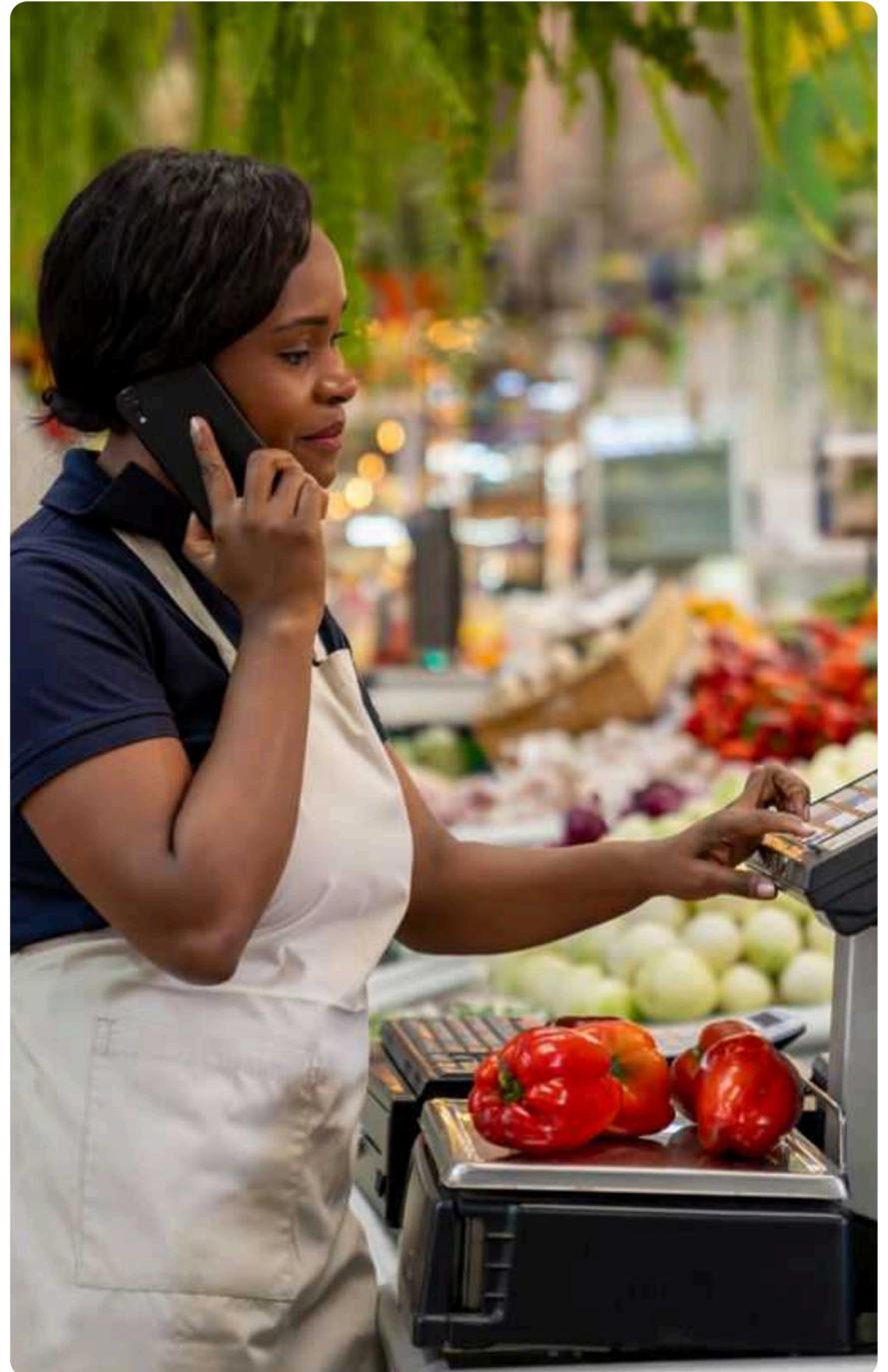
How Natural Grocers streamlined its hiring

Streamlining the hiring process can help organizations meet high-volume hiring goals quickly. And job seekers can benefit too. When Natural Grocers, a national grocery chain, switched to virtual interview events, it dramatically reduced its time to hire, saving hours of labor and thousands of dollars. It also gave job seekers the flexibility they crave, and gave more candidates the opportunity to interview with a skills-first hiring approach. [Read the full case study.](#)

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“With virtual events, our team can quickly fill open positions from our home office in just half a day. That frees up hours of work and saves thousands in travel expenses.”

Natural Grocers' Senior TA Strategist



Need help filling roles fast?

[Talk to an Indeed Specialist today](#) about solutions that can help you hire faster such as Indeed Hiring Events, Smart Sourcing, or Sponsored Jobs. We're here to help with these and other solutions so you can discover, connect with, and hire the quality candidates you need to fill all your open roles fast.

HIRING SOLUTIONS AT-A-GLANCE

Hiring? All you need is Indeed

Reach your hiring goals faster with our suite of solutions

From attracting the best candidates, to connecting with your next hires faster, wherever you are on the hiring journey, we have solutions to help. This guide outlines how our solutions work - and how they work together - to get you closer to the hire. And of course, we're here to help every step of the way.

	Attract Candidates			Connect with Candidates		
Product Overview	Employer Branding Hub	Employer Branding Ads	Featured Employer	Sponsored Jobs	Smart Sourcing	Indeed Hiring Events
	Joint Indeed and Glassdoor platform that lets job seekers explore life at your organization before applying.	Display ads that help share your unique employer brand story with job seekers across platforms.	Highlights your brand with logo placement and branded messaging across job seeker touchpoints.	Paid for job postings that promote your open roles to millions of relevant job seekers.	Database of millions of job seeker profiles that you can use to proactively find and engage with candidates.	Virtual or in-person events with built in advertising and automated screening and scheduling.
Why use them	Showcase your company's culture and get access to site and competitor analytics.	Generate awareness and favorability for your organization leading job seekers to apply.	Increase applications and amplify employer brand presence.	Increase visibility for your open jobs.	Proactively source candidates using AI matching or search and immediately connect.	Make multiple hires in one day and streamline interview screening and scheduling.
Need to make hires quickly				✓	✓	✓
Need more applicants	✓	✓	✓	✓	✓	
Multiple openings for same job title				✓	✓	✓
Need to reach specialized audience		✓		✓	✓	
Need better quality applicants				✓	✓	
Ideal candidates unaware of company or open jobs	✓	✓	✓	✓	✓	
Need to hire in a new market	✓	✓	✓	✓	✓	✓
Need to validate skills				✓		✓
Need to streamline interview process						✓
Pairs well with	Employer Branding Ads Featured Employer Sponsored Jobs	Employer Branding Hub Sponsored Jobs	Employer Branding Hub Sponsored Jobs Indeed Hiring Events	Smart Sourcing Featured Employer Indeed Hiring Events Employer Branding Ads	Employer Branding Hub Sponsored Jobs Indeed Hiring Events	Employer Branding Hub Sponsored Jobs Indeed Interview



We can help you reach your hiring goals

Talk to an [Indeed Specialist](#) today about the right solutions to help you discover, connect with, and hire the quality candidates you need to fill all your open roles fast.