Hello, I'm Danielle Nason, a Quality of Hire Consultant.
Partnering with some of the most innovative products on the market, I help global businesses implement **Quality of Hire metrics and strategy.**

Screenloop Quality of Hire

The Quality of Hire tool is the newest addition to the Screenloop suite of talent analytics products. It is the **first and only product on the market** that automates Quality of Hire scores and can be implemented into your existing ATS.

It is one of the tools that I act as an agent for, alongside a range of other unique products and services related to measuring and improving Quality of Hire. For more info, please contact me at **danielle@qohconsultancy.com** or message me on LinkedIn!

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Quality of Hire: Everything You Need to Know

How to adopt, measure, target and optimise across all key departments

screenloop.com

Head of Talent

CFO

Hiring Manager

Chief People Officer

Section 1

What exactly is quality of hire?

Section 2

How hiring changes are affecting key teams

Section 3

Predict the hiring outcomes that matter

Section 4

The quality of hire framework

Section 5

Unlock your team's maximum potential

PREVIEW

It's not just a buzzword

In today's hiring landscape, there is no room for bad hires. In order to minimise risk, talent, people and executive teams will turn to the most powerful predictor of performance: quality of hire (QoH).

QoH is able to evidence employee impact and empower businesses to take more strategic approaches to talent acquisition, onboarding, and internal mobility.

Read on for a step-by-step guide on implementing and measuring quality of hire - it's just like baking a cake, but with less sugar and more logic.

PREVIEW

88%

of recruiting pros say QoH is the most critical metric in 2023.

"It's a challenging time. This means we have to really focus in on the quality of every candidate and what they can add to the current team."

Dave Richardson
Director of Recruitment at Monzo

Section 1

What exactly is quality of hire?

The key to every team's success

While some think 'time to hire' is still important, traditional recruiting metrics are being re-evaluated because of the poor correlation to quality. *Quality of hire* focuses on what matters most to businesses when hiring: returns on their investment in people.

QoH is a holistic performance measurement that takes into account the long-term business impact of new hires. This in turn allows businesses to reduce turnover, improve productivity, boost office culture, and lead to greater overall success.

There is a disconnect between what is tracked and what is most important

Quality of hire

88%

48%

Time to hire

74%

69%

Hiring manager satisfaction

70%

41%

Candidate experience rating

70%

27%

● **Should be tracked**   ○ **Currently tracked**

PREVIEW

Say goodbye to bad hires

The risk of not prioritising a *quality of hire* framework could incur extra outlay at the worst time possible from bad hires, causing productivity losses and extra recruitment costs as they leave the business.

● **High quality of hire**

● **Low quality of hire**

Performance

150%

125%

100%

75%

50%

25%

0

PREVIEW

Ramp 3x Faster

Increase likelihood hire will reach max productivity

Reduce attrition and failed hire rates

Month 1

Month 3

Month 5

Make strategic decisions with consistent results

Talent, people and executive teams can anticipate more efficient and productive operations, greater return on investment in recruitment costs, longer employee tenure, and a surge in employee morale.

Did you know?

Teams that improve QoH are:

3x more likely to see better first-year retention

3x more likely to see better first-year performance

2x more likely to see better first-year productivity

"Hiring in 2023 has changed dramatically. There's more pressure on teams to get every hire right. I'm super proud of the framework we've built to ensure quality."

Anton Boner
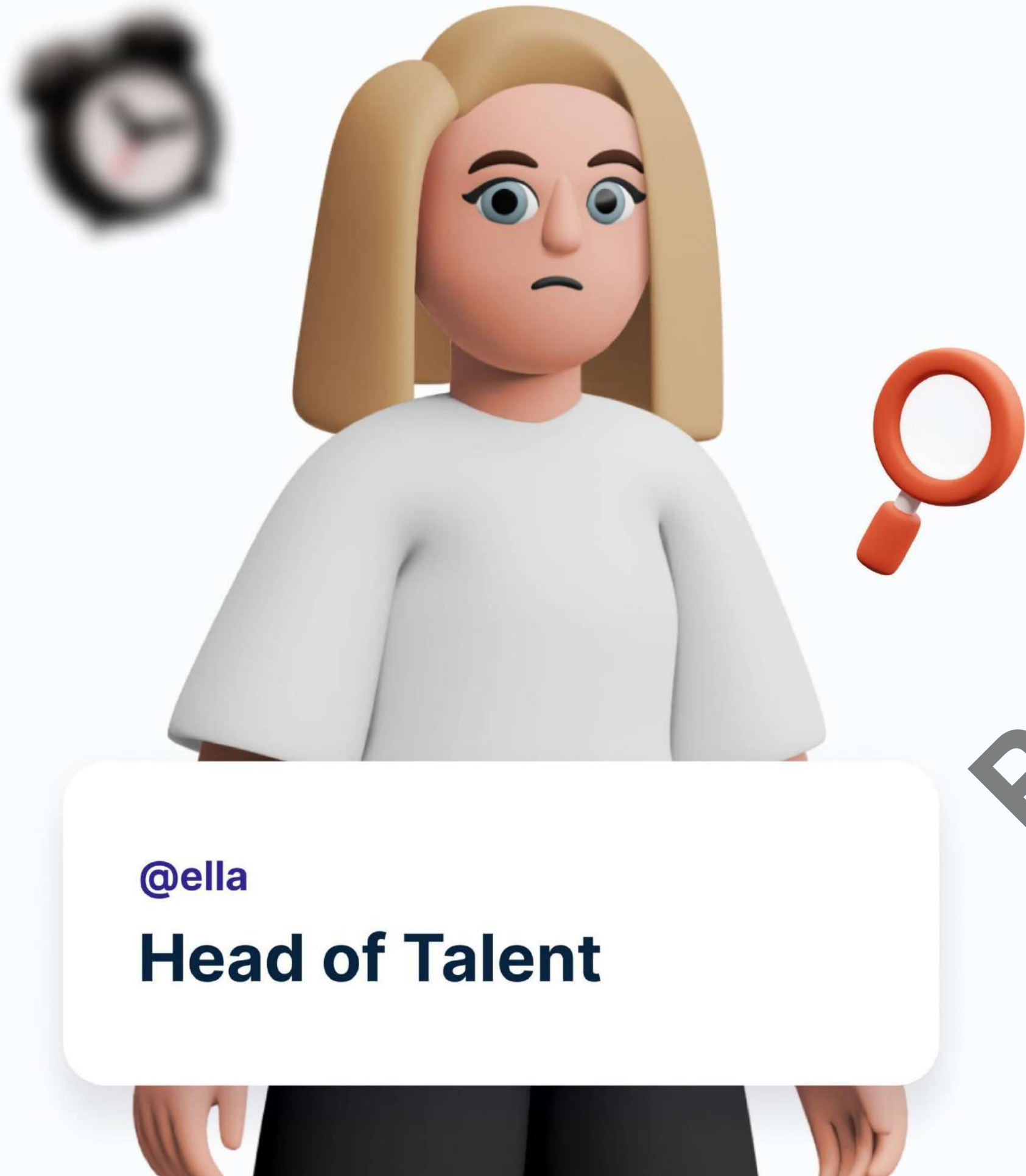
Co-Founder & Commercial Director at Screenloop

Section 2

How hiring changes are affecting key teams

Meet Ella.

Ella's hiring challenge has been radically changed from last year: instead of needing to make 50 hires, she only needs 10.

Ella has been instructed to focus less on metrics like time-to-hire, and focus more on quality of hire.

Ella has not previously been held accountable for what happens beyond when a candidate accepts an offer. Now she must implement a quality of hire framework – something she hasn't had to tackle before.

@ella

Head of Talent

PREVIEW

Meet George.

George is feeling the strain to maintain a positive business culture in difficult market conditions. He's wondering how to retain top talent while there is less budget for pay raises.

George is also very conscious that the business cannot afford to make a bad hire or even a mediocre hire.

He must make the most of what resources are available to him and implement more data-driven processes.

@george

Chief People Officer

PREVIEW

Meet Alice.

Alice has been tasked by the board to significantly cut costs across the business.

Analysis of finances shows her that failed hires cost the business £850,000 in 2022. She needs this to be reduced by at least 75%.

Additionally, morale amongst the workforce has decreased. If attrition increases as a result, filling in roles for people that may leave will quickly become expensive.

@alice

Chief Financial Officer

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Meet John.

John is in a difficult position, with budget cuts reducing the number of account executives he can hire from four to one.

John is under pressure to perform with a smaller team, so he knows his one hire must be exceptional.

@john

Sales Hiring Manager