Main Dashboard

Hiring Planner

Hiring Planner

- Take the guesswork out of your hiring strategy
- Plan your hiring approach and team
- Calculate your total cost, cost per hire and resources required
- Customize for your immediate needs
- Update and recalculate as you grow

Free tools for Hub Clients

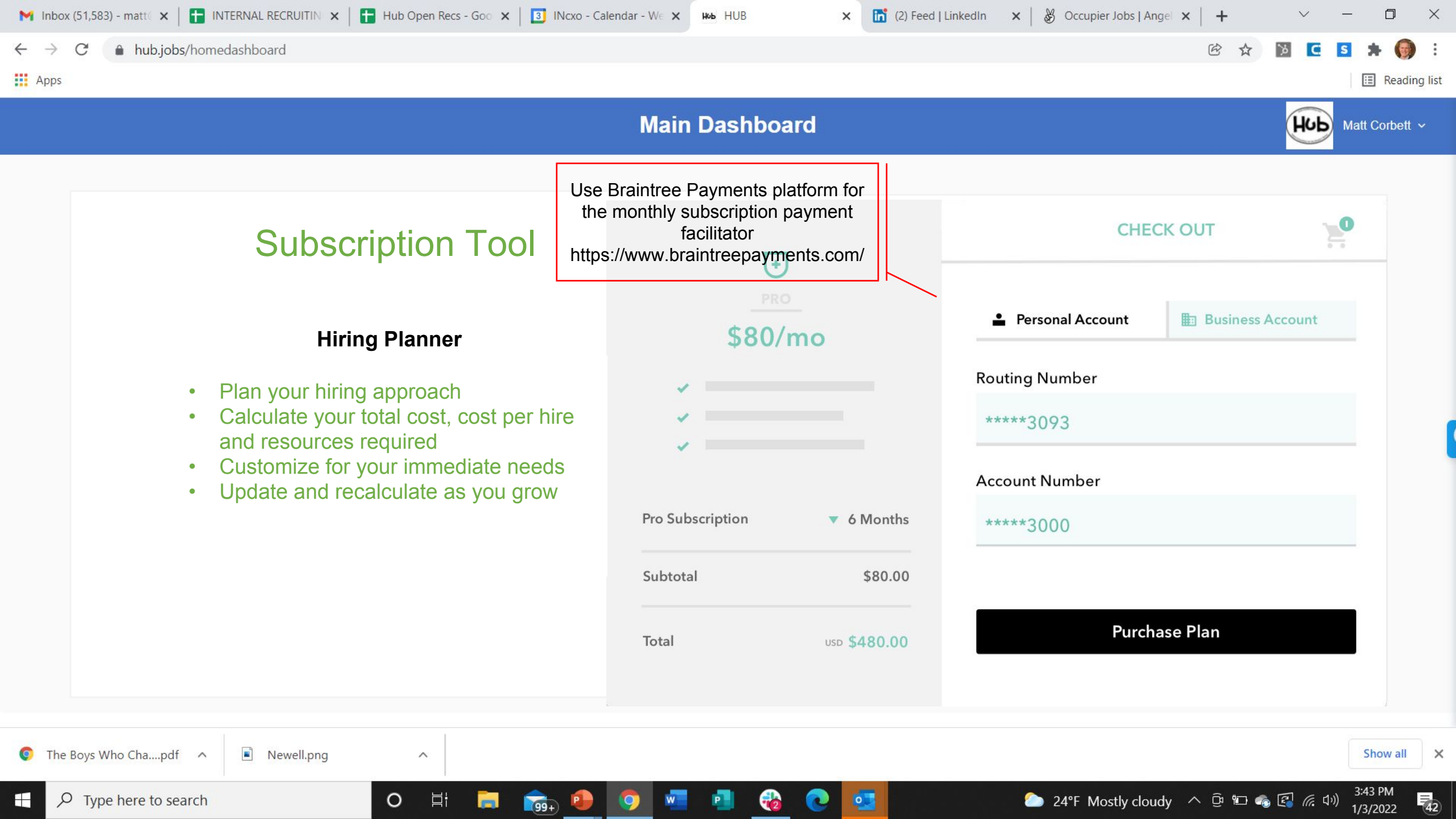
Activity Dashboard

ATS

Hub Recruiting University

Connect with a Hub Advisor

The Hub Way

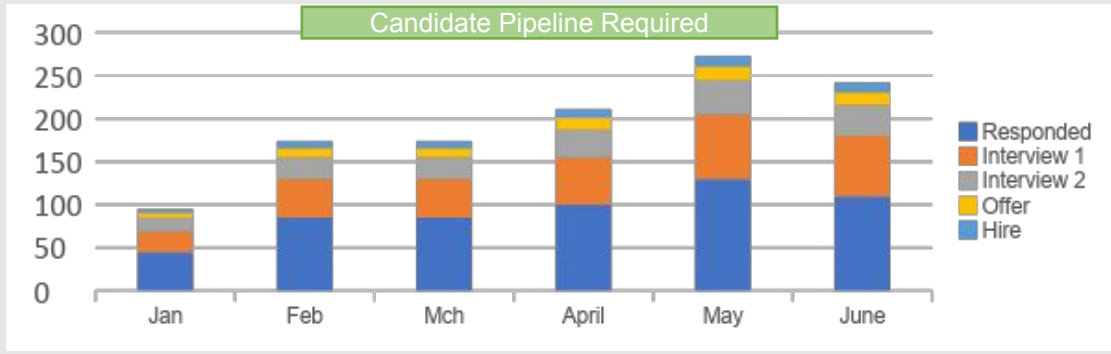

Inbox (51,583) - matt
INTERNAL RECRUITIN
Hub Open Recs - Goo
INcxo - Calendar - We
HUB
(2) Feed | LinkedIn
Occupier Jobs | Angel
hub.jobs/homedashboard
Apps
Reading list
Main Dashboard
Matt Corbett
Use Braintree Payments platform for the monthly subscription payment facilitator https://www.braintreepayments.com/
Subscription Tool
Hiring Planner
Plan your hiring approach
Calculate your total cost, cost per hire and resources required
Customize for your immediate needs
Update and recalculate as you grow
PRO
$80/mo
Pro Subscription
6 Months
Subtotal
$80.00
Total
USD $480.00
CHECK OUT
Personal Account
Business Account
Routing Number
*****3093
Account Number
*****3000
Purchase Plan
The Boys Who Cha....pdf
Newell.png
Show all
Type here to search
24°F Mostly cloudy
3:43 PM
1/3/2022

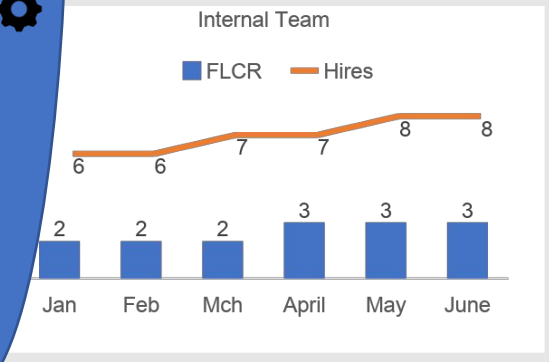
Hub – Additional

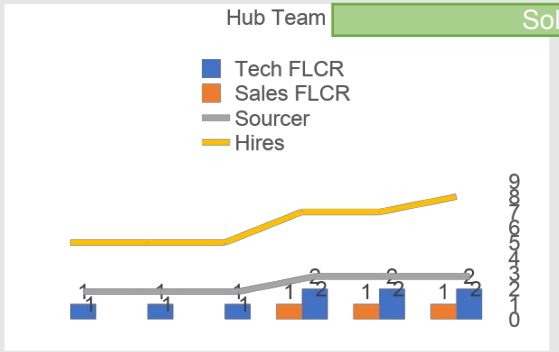
Matt Corbett

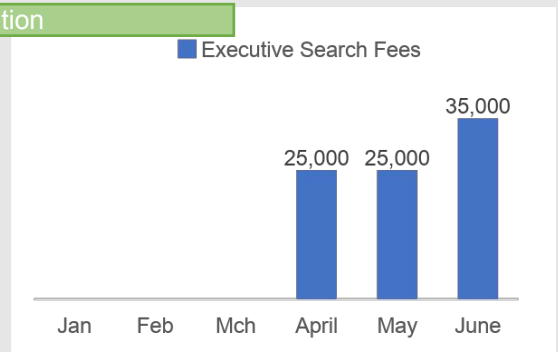
Hires	Time	Cost	Cost per Hire
41 hires	**177 days**	**$345K**	**$8,414.00**

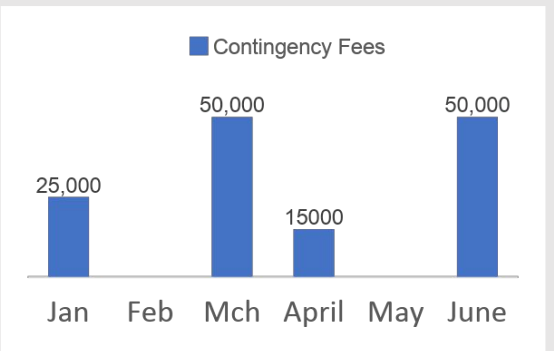








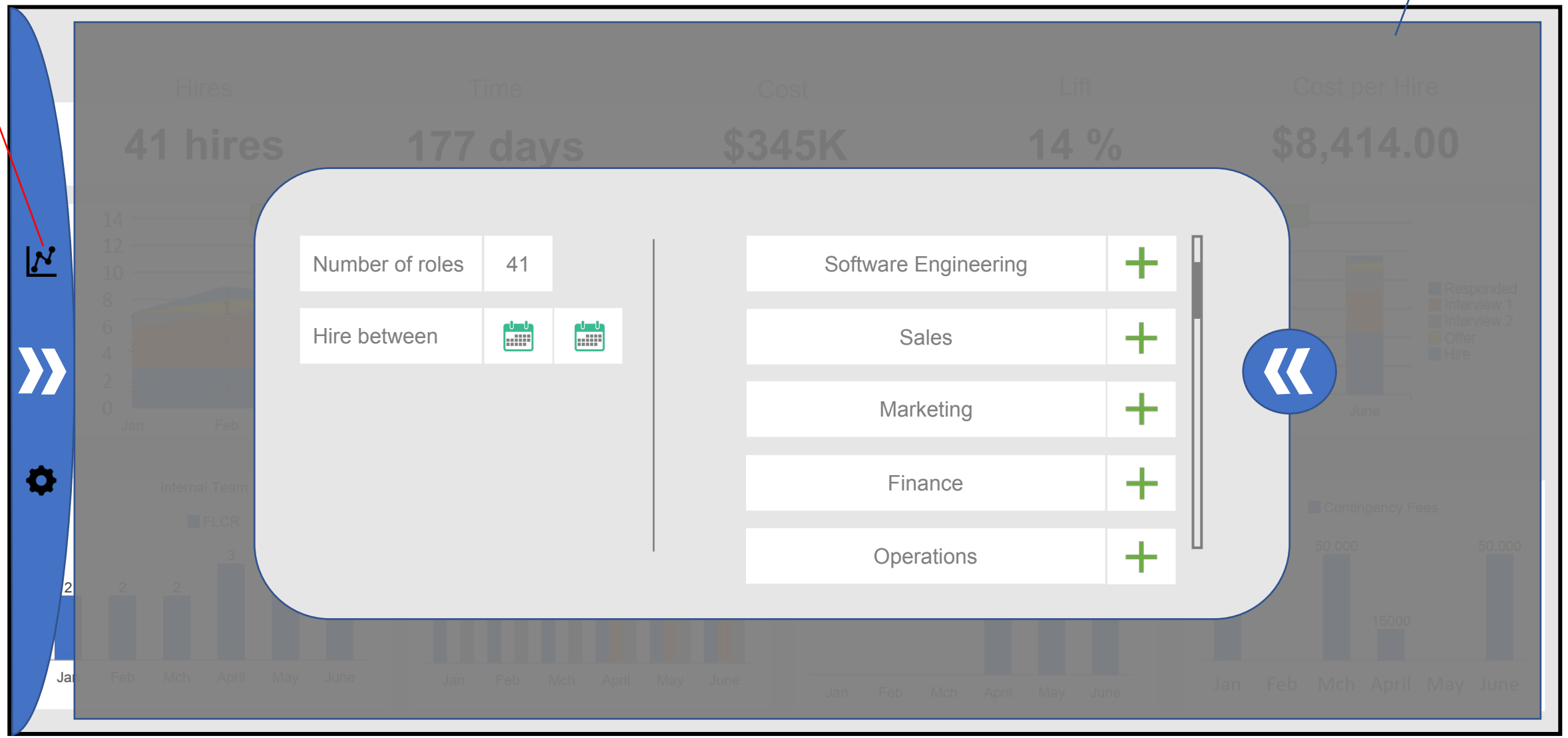




Click on this to show customization form for the two primary user actions – adding data and changing the settings (assumptions).

Hub – Additional

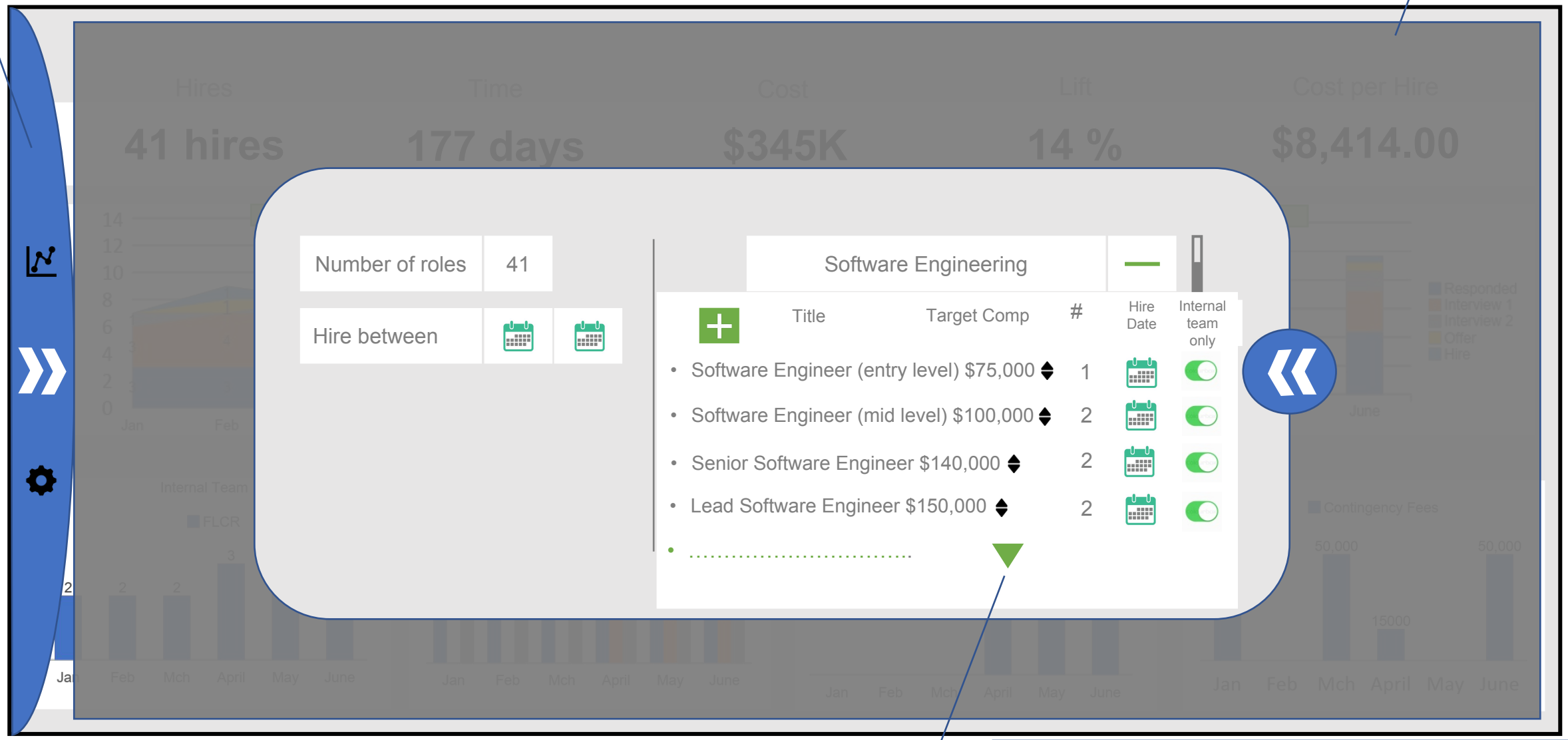
5% transparency



Hub – Additional

Click on this to show customization form

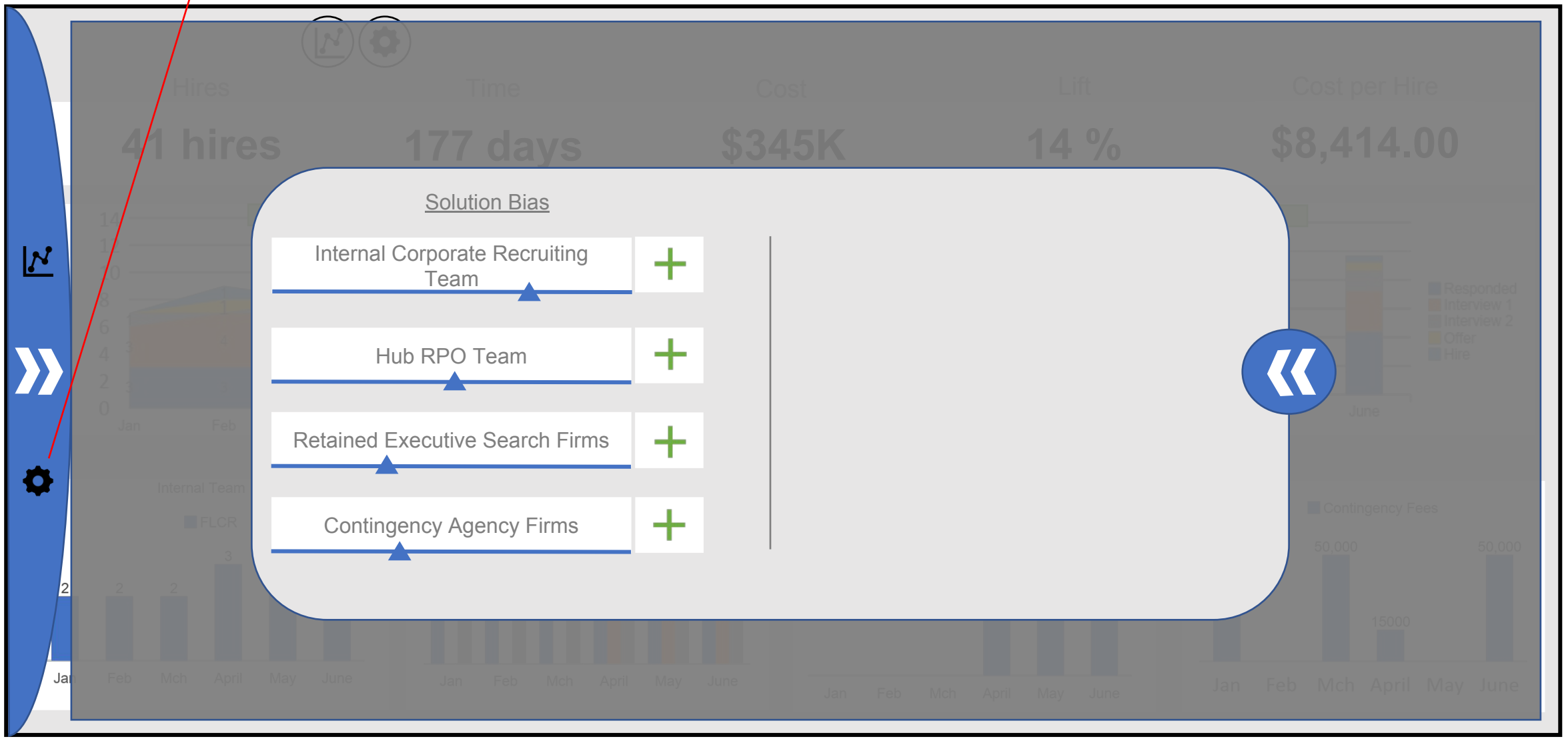
5% transparency



Dropdown of Software jobs that we have the comp data on

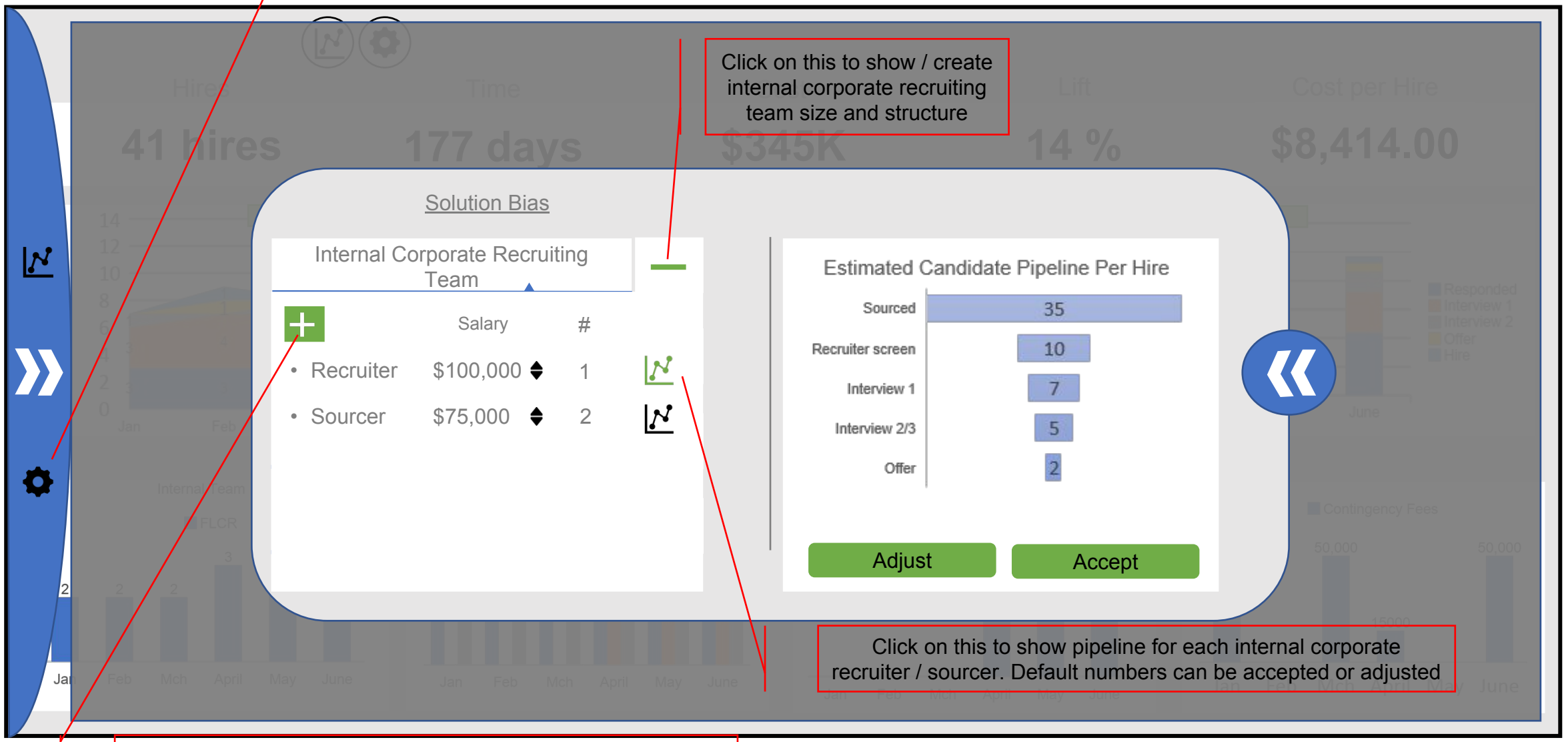
Click on this to show settings / assumptions that can be adjusted to change the final hiring solution

Hub – Additional



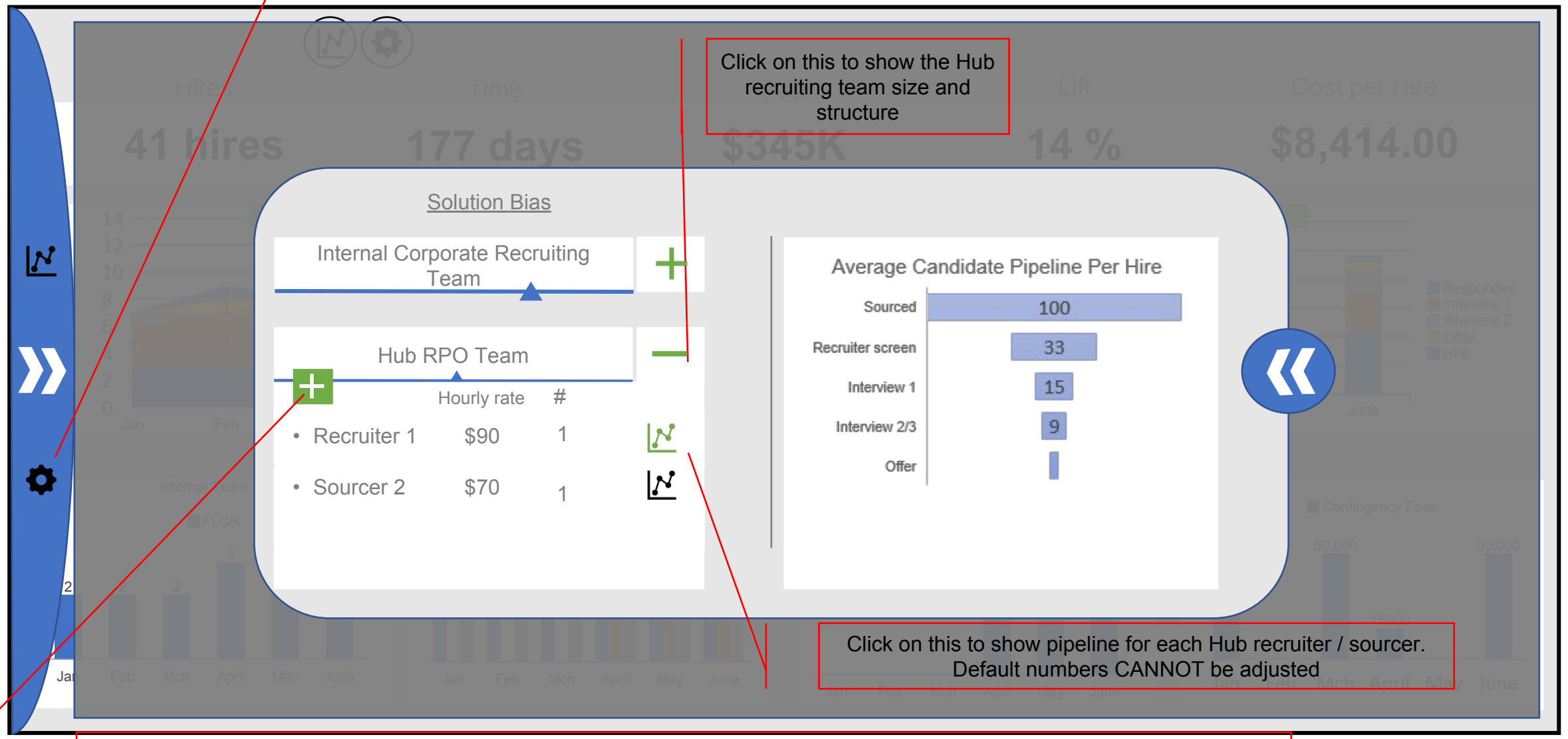
Changing the settings / assumptions that drive the underlying math for the solution

Hub – Additional



Changing the settings / assumptions that drive the underlying math for the solution

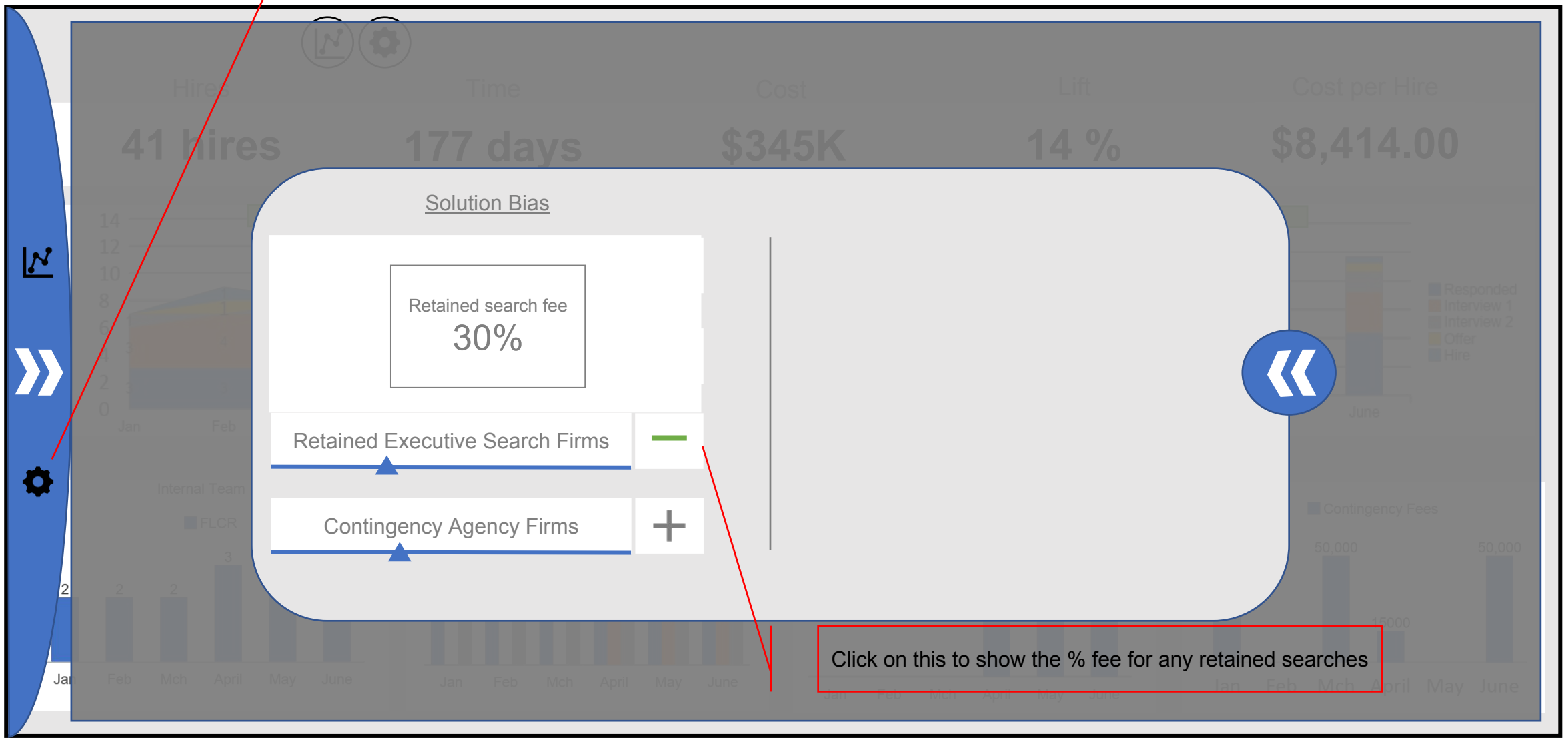
Hub – Additional



Dropdown of the 6 levels of Hub personnel (3 Sourcers and 3 FLCRs and their corresponding hourly rates and responsibilities)

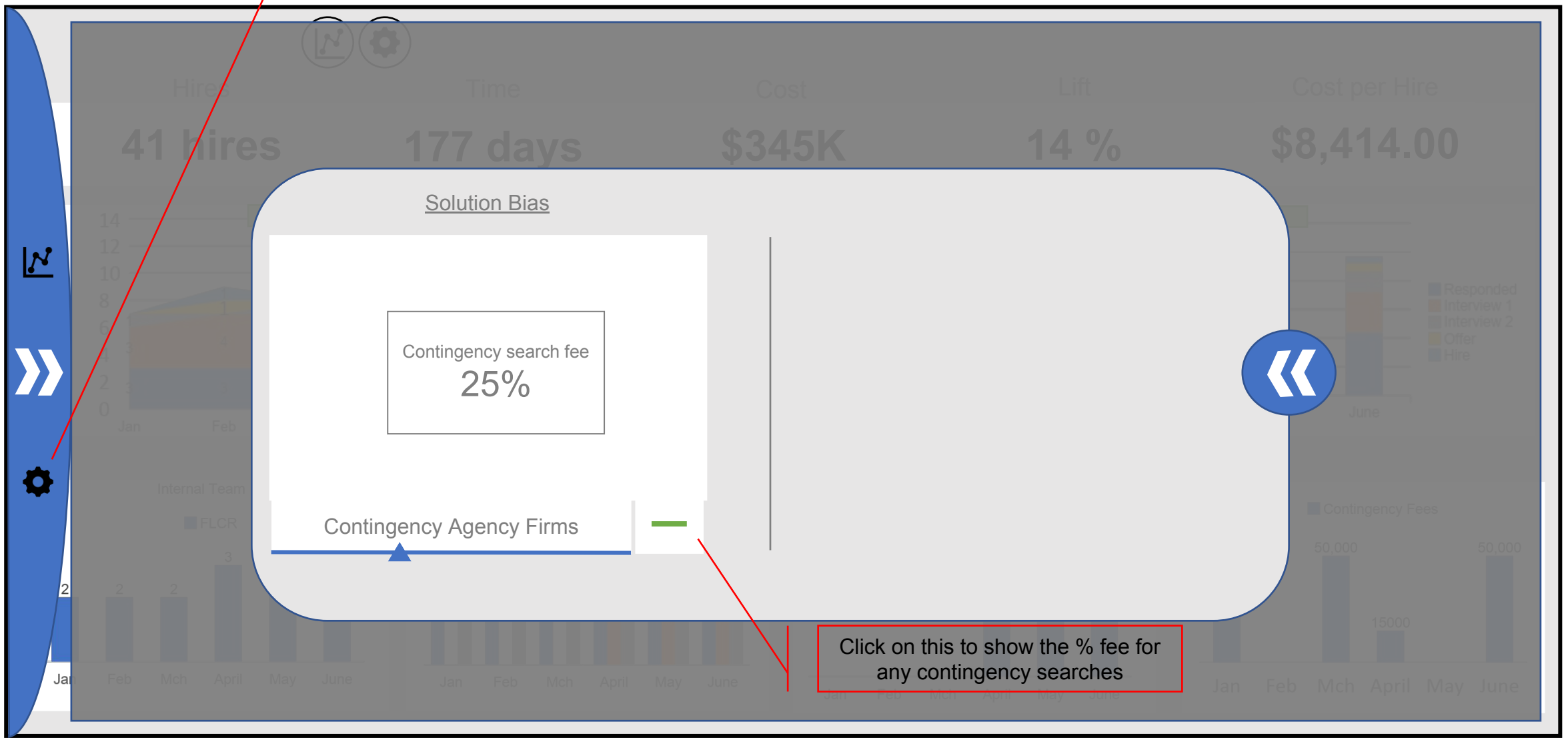
Changing the settings / assumptions that drive the underlying math for the solution

Hub – Additional



Changing the settings / assumptions that drive the underlying math for the solution

Hub – Additional

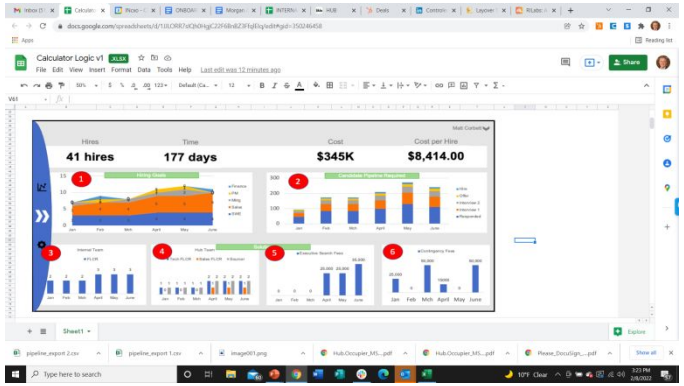


- 1. What are the input elements that affect time to hire, magnitude of effort, and the costing factors of the effort components
  - For version 1 we should start with a simple, uniform time to hire as –
    - Using Hub is 60 days
    - Using retained executive search is 90 days
    - Using contingency agency is 60 days
    - Using internal corporate recruiting team is 60 days
- 2. For each of the above what would be the source of data
  - Just industry averages right now for time to hire. Maybe we can build in an adjuster for these default times in future versions.
- 3. For each item in (1 and 2), categorize by Internal Recruitment Team, HUB RPO, Retained Search Firm, and Contingency Agencies
  - Done. See above.
- 4. What will be the math for computing the total cost and time taken. I know it can be straight addition but think if you want any allowances for contingencies
  - Total cost = salaries for the internal recruiters for the period of hiring (annual salary divided by the period of months) + cost of the Hub recruiters (hourly rates so easy to calculate hourly cost x number of hours) + any retained executive hire fees (calculated as 30% of the salary of the role paid in three parts) + any contingency hire fees (calculated as 25% of the salary of the role paid in one fee when the candidate starts the job).
- 5. Do you need graphs and tables showing time and cost in just aggregate or split by individual and/or categories?
  - I think that the design on slide 3 will be enough for v 1.0. We can certainly build out more details graphs and tables if the client feedback is asking for that
- 6. What will be the logic behind how the user of this tool decided which hiring should be done by which party (internal, job, retained)?
  - I think that we start with three simple pieces of logic for v 1.0.
    - All Engineering and Sales roles go automatically to the Internal Corp Recruiting Team and then to Hub RPO.
    - Any individual role that is NOT Engineering or Sales will automatically go to Contingency (one finance role, one marketing role, etc)
    - Any VP or C-level role will automatically go to Retained Search Firm.
- 7. What should be the mechanism of altering the allocation of the mix between hub, internal and retained?
  - Slide 6. Maybe the sliders only have 4 increments – 0 is no allocation at all, 1 is 30% allocation, 3 is 60% allocation and 4 is 100% allocation.
- 8. Think of how the initial/default allocation should happen between internal, hub and retained.
  - See Q6. The client already has an Internal Corporate Recruiting team which they list in slide 7. New roles (listed on slide 5) should be initially allocated to the Internal team. Any overflow then automatically is allocated to Hub. Any VP of C-level roles are automatically allocated to Retained Search. Any single role that is not Engineering or Sales can be allocated to Contingency. Once this initial allocation is complete, the user can then start to adjust and customize their own solution on slide 6.
- 9. Once we understand the answers you give in 1, 2 and 3 above, we can even suggest how to do item 8 and 7

Thoughts from Tuesday Feb 8th 2022 conversation

1. Dates of hiring are given up front. This will determine timing of hiring and working backwards, number of recruiters will be allocated. So this is clear to us now
    1. Great. Yes - Date of hire is added in slide 5.
2. When client (internal team) puts in restrictions on how many are on their team, it will automatically force (overflow) some candidates to Hub
    1. Yes. 100% correct. The likely use case is a client has 2 internal recruiters (added on slide 7) but their hiring projections (added on slide 5) exceeds the ability of their 2 person internal recruiting team. So the excess number of hires automatically overflows to needing recruiters from Hub AND some Executive Search (for VP and C-level roles) and Contingency (for single, non-Eng/non-Sales roles).
3. This means we have to assume that Hub recruiters are unlimited and can be further allocated based on the time and candidate requirements
    1. Yes.
4. I feel that the dashboard needs to show how movement of candiates from Internal Team to Hub affects their final costing. This is the biggest question in clients mind.
    1. Good point. As you adjust the bias on slide 6 it will move roles from one category to another, which will change the lower four boxes on the Master Dashboard (slide 3) and the cost and cost per hire at the top of slide 3.
    2. I see us working on a feature in version 2 where the user can actually see the graphs and cost change on the Master Dashboard (slide 3) as they change their bias in real-time, but that'll have to wait until we know that our v. 1 is actually helpful and useable.
5. So there ought to be a way to compare different scenarios.
    1. 100% agree. That's be in version 2 but that'll have to wait until we know that our v. 1 is actually helpful and useable.

Answers to questions on the shared G-Sheet called Calculator Logic v1



- How do we allocate how many RPO consultants from Hub to allocate?
  - Each Hub consultant can handle a specific number of roles. Let's use this to start –
    - FLCR - 7
    - Sourcer – 10
    - There is also a slight difference in the Pipeline data between a FLCR and a Sourcer. See slide 14. This will be important for calculations on how many roles a team of Recruiters and Sourcers can handle on slide 7 and 8.
- How do we allocate how many client recruiters to allocate?
  - Do not understand this question
- When client decides to reduce their candidate hire allocation, who will it go to? What is the logic here?
  - If a client goes into the data section ( ) and reduces their hiring projections, the logic does not change from the initial logic. All roles that are selected as "Internal Hire Only" on slide 5 go to the internal Team and all others are allocated out under the current rules.
- We need to figure out what and how to enter the candidate salaries in case of Executive and Contingency hire candidates.
  - This is in slide 5
- How do we get data on what is the hiring rate by each party? Since we need graphs to show hiring rate.
  - Do you mean time-to-hire ? That is calculated backwards from the start date under the rules on slide 11.
- We cannot build such a graph since we are just projecting. It will look lenear.
  - Why ?
- What does this acronym stand for? Is this hires done per month? We cannot do this as we do not know their rate of hire will be.
  - FLCR is a Full Lifecycle Recruiter. The graph on Fig 3 and 4 shows the number of Recruiters and Sourcers on each team.
- How many finite roles are there? We have listed five. Lets us know if there are more.
  - J6 to J10. There are actually going to be many. I will share a Google Sheet with roles and corresponding median comp which the user can increase/decrease in increments of $5000.
- We cannot predict the timing of hires on Fig 4, 5 and 6
  - You can because we use the date of hire entered into slide 5.

Pipeline Data for Each Recruiter & Sourcer

- Recruiter (Hub and Internal Corp Recruiter) –
  - Contacted – 220
  - Responded – 60
  - Interviewed by Hub – 16
  - Submitted to client – 11
  - Interviewed by client – 10
  - Offered – 1.25
  - Hired - 1
- Sourcer (Hub and Internal Corp Sourcer) –
  - Contacted – 220
  - Responded – 60
  - Interviewed by Hub – 16
  - Submitted to client – 11
  - Interviewed by client – 10
  - Offered – 1.25
  - Hired - 1

Questions from Saibal on Feb 9th 2022

1. Are the salaries in your sheet location agnostic?
    1. These numbers are taken from LinkedIn Salary Tool so based in real data (can be proven)
2. Should there be a drop down of job titles for all the roles you give in the sheet?
    1. Yes. There should be a drop down next to each macro title (column A) that shows the options to select (column B) with their corresponding comp
3. What if a job title to be hired does not match? They will pick the closest match?
    1. Yes. They will need to pick the closest match for this version
4. Is the data for contacted/responded/inter//etc to be used as you gave or should it be pulled automatically?
    1. Please pull automatically from the current Hub.jobs pipeline so it can be ligitimately improving each week
5. Can you confirm that our allocation logic we gave you in my excel spreadsheet I had sent you earlier is correct? The matrix.
    1. I will need that matrix explained to me on Monday. I am struggling to understand it.
6. You answered that allocation for example could be done as one FLCR can handle 7 candidates. But what if there are only 3 candidates to hire? Will that be then a fraction of an FLCR?
    1. Do you mean 3 open roles to hire ? Them YES, we can certainly do a 50% of a FLCR (which is 20 hours per week)
7. Please let us know when and where the client enters how many internal recruiters can be assumed
    1. Slide 7, which now includes each Internal Recruiter &/or Sourcer comp that can be adjusted up or down. This is critical to calculate the total cost and subsequent cost-per-hire. For example, if the hiring period is 6 months, then the internal team costs 50% of their combined annual salaries.

Q&A from Monday Feb 14th

- How to allocate a Hub FLCR or a Sourcer
  - For the sake of simplicity for v1 we should default to a Hub FLCR1. The company can adjust the size and level of the Hub team on slide 8.
  - Here are the costs per hour for each of the six levels of Hub personnel (for slide 8) -
    - Sourcer 1 $60.00
    - Sourcer 2 $70.00
    - Sourcer 3 $80.00
    - FLCR1 $90.00
    - FLCR2 $100.00
    - FLCR3 #125.00
- Should we do a combination bar graph / line graph for Internal & Hub team on slide 3
  - I think it is a great idea to combine 2 graphs into 1 for the Internal Team and the Hub team on slide 3 (the master visualization table). The bar graph represents the number of recruiters on the team, and the line graph represents the number of hires. I have made this change on slide 3 to represent what it would look like
- Complete the Calculator logic / Allocation logic
  - Completed and shared (Google Sheet) called **Calculator Logic v1**

Hub – Additional

Features to consider for v 2.0

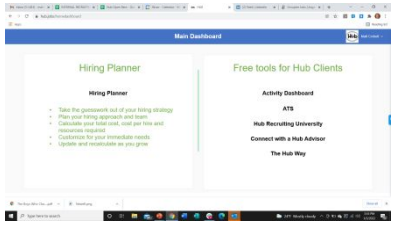
- The ability for a company to add the specific comp for each of their Recruiters and Sourcers, making the math analysis more accurate
- The ability to integrate salary.com comp data into the functional hires data entry area so the hired employee comp data is more accurate for a specific region. Version 1.0 functional comp is fairly fixed for ease of launch and market validation on the product concept / PMF (product market fit).
- Integration with top ATS like Greenhouse, Lever, etc.
- Be able to download and export data
- Be able to see the numbers change in real-time as the user changes their data or bias
- Able to SAVE each hiring solution for future review, export and comparison

User flow

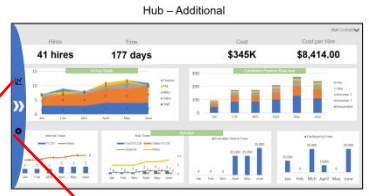
Entry point

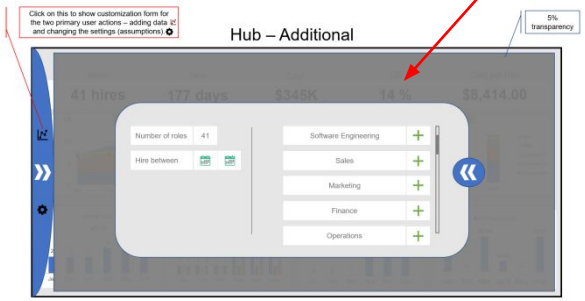


Select Hiring Planner

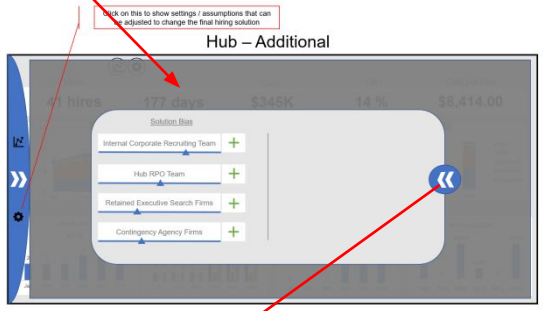


Land on: Hiring Planner main page





Data entry for hiring roles, dates, types of roles, comp, etc



Data for bias, internal recruiting team, recruiting activity pipeline, agency fees, etc



Qu: Is there a way to add something on this main page so a user can see the key metrics change as they alter their bias in real-time ?