



Competing in the Hiring Marketplace

Cost, Speed & Offer Competitiveness

As hiring markets tighten and competition for top talent intensifies, organizations must excel in three critical areas: speed of execution, offer attractiveness, and cost-efficiency. Being slow, opaque, or uninspiring in your offer will lose candidates to competitors. Meanwhile, high cost-per-hire without corresponding quality impacts business profitability and sustainability.

The Talent Acquisition Challenge

Today's hiring landscape presents unprecedented challenges that require strategic responses. Top candidates are in high demand and move quickly through the market, a slow, cumbersome process means you lose them to more agile competitors before you can extend an offer.



Speed Pressure

Top candidates often have multiple offers and move quickly. A slow process means you lose them to competitors who can decide faster.



Rising Expectations

Compensation expectations include more than salary: flexibility, remote/hybrid options, company culture, and career growth opportunities all matter.



Cost Constraints

Organizations face pressure to reduce cost-per-hire whilst still delivering high-quality candidates who fit strategically and culturally.



Internal Bottlenecks

Delayed approvals, inconsistent offers, and unclear decision-making slow speed, weaken offer attractiveness, and raise costs when roles remain vacant.

The Cost of Vacancy

When critical roles remain unfilled, the impact extends far beyond recruitment costs. Every day a position stays vacant affects team productivity, revenue generation, and strategic initiatives. Understanding these costs is essential for justifying investment in efficient hiring processes.

Organizations that fail to move quickly face compounding losses: projects stall, existing team members experience burnout covering additional responsibilities, and competitors gain market advantages. The **talent acquisition strategy** must therefore balance cost, time, and competitive offer positioning to minimize these vacancy costs while ensuring quality hires.

30-50%

Average Vacancy Cost

As percentage of the role's annual salary per month unfilled

42

Average Days to Fill

Industry average time from posting to acceptance

Exceptional HR Solutions' Approach

Exceptional HR Solutions brings a strategic approach to talent acquisition that directly addresses the challenges of speed, cost, and competitiveness. Their methodology emphasizes risk mitigation, strategic fit, and efficiency for all critical elements for winning in today's competitive hiring marketplace.

Access to Top-Tier Talent

They promise "Access to Top Talent & who you might not otherwise find." Their extensive networks and proactive sourcing strategies connect you with passive candidates and high-performers who aren't actively searching but are open to the right opportunity.

Efficiency & Confidentiality

They highlight "Efficiency and Confidentiality" to help accelerate your hiring timeline while maintaining discretion. This is particularly valuable for sensitive replacements or competitive hires where confidentiality is paramount.

Reference - exceptionalhrsolutions.com

Action Plan: Win in Speed, Cost & Offers

Success in today's hiring marketplace requires a comprehensive, strategic approach. Implement these six proven strategies to gain competitive advantage in attracting and securing top talent while managing costs effectively.

01

Benchmark Your Offers

Compare salary, benefits, flexibility, and growth opportunities vs. market standards and competitor firms. Include remote/hybrid options, professional development, and work-life balance in your analysis.

03

Craft the Value Proposition

Highlight what makes you unique for culture, mission, growth potential, flexibility, and impact opportunities. Remember that today's candidates evaluate more than just salary.

05

Monitor Hiring Cost & Quality

Track cost-per-hire, time-to-fill, quality of hire (first year retention), and offer acceptance rate. Use data to continuously improve your process.

02

Set a Time-to-Offer Target

Define how many days you aim between role approval and offer extension. Monitor this metric rigorously and optimize each stage of your process to reduce delays.

04

Streamline Decision Process

Reduce internal approval layers, identify clear decision-owners, and pre-prepare standard offer templates. Eliminate unnecessary steps that slow your response time.

06

Use Specialist Partners

A firm like Exceptional HR Solutions can help you access better candidates faster, reducing vacancy costs and offer rejections through their expertise and networks.

Winning the War for Talent

Key Metrics to Monitor

- **Time to offer:** Track days from approval to offer **Offer**
- **acceptance rate:** Percentage of offers accepted
- **Cost per hire:** Total investment per successful hire
- **First year turnover:** Quality indicator for new hires
- **Competitor hire rate:** Percentage from direct competitors
- **Vacancy cost impact:** Revenue/profit impact of unfilled roles



Your Next Step

Winning in the hiring marketplace means you move fast, make compelling offers, and control costs while still hiring quality candidates who align with your culture and strategic goals. With a strategic partner like Exceptional HR Solutions, you gain the advantage of access, alignment, and efficiency.

Engage with **Exceptional HR Solutions** to review your hiring process, optimize your offers, and gain speed in filling your critical roles. Visit exceptionalhrsolutions.com to learn how they can transform your talent acquisition strategy.

Get Started Today

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