



## PRODUCT DATASHEET

# Determine Job board ROI with Sourcing Manager<sup>SM</sup>

### **We don't need more candidates; we need better quality candidates**

Sound familiar? Online recruitment media spending often generates waves of applicants, but what's most important to hospitals these days is the quality, not the quantity, of applicants. Posting open positions on sites where they will attract the best talent is key.

But when it comes to measuring the effectiveness of online recruitment media, most Directors of HR agree that some of the major challenges they currently face are:

- Obtaining accurate "Source of Hire" reports using the information candidates provide during the application process.
- Providing their VP of HR the reports he or she is demanding.
- Determining which media sources are performing poorly and should be eliminated from their media spend.
- Defending their media budget, for sources that are performing well, during cost-cutting initiatives by the CFO.
- Relieving recruiters of the burden of posting the same job multiple times.

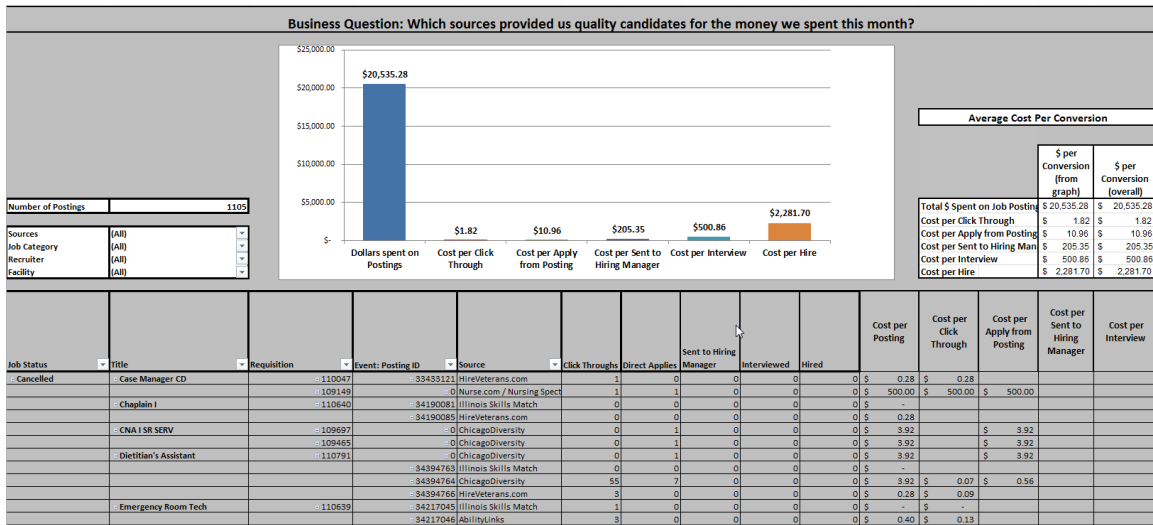
### **The right solution**

HealthcareSource Sourcing Manager<sup>SM</sup> is a metrics suite that provides comprehensive ROI metrics for all your online recruitment media sources, and tracks your candidates from the first interaction with your postings all the way to the hire. There has never been an easy way to understand which sites are best for which job postings — until now.

### **How it works**

Sourcing Manager distributes your jobs directly from within Position Manager<sup>®</sup> to any job board or recruitment media site on the web — with the single click of a button.

With automated tracking, you have the ability to track the full life cycle of your job seeker activity for those job postings, from their first view of your posting on an external job board, to the day you either hire them or disposition them out of your hiring process.



## Tracking performance

Monthly reports delivered in Excel detail where you posted your jobs, how many quality talent outcomes (e.g. interviews, hires) you got from them, and how much you paid per outcome:

- **Job Posting Report** - shows where you posted your requisitions, filterable by data from Position Manager (e.g. by facility, recruiter, job category and department).
- **Source Quality Report** - shows how far applicants from each source progressed through your hiring process.
- **Source ROI Report** - measures cost-per-outcome, filterable by the same data as above with persistent average benchmarks as you filter.

## The results

Using Sourcing Manager you can expect to:

- Eliminate spending on low-quality recruitment media sources to reduce overall budget or shift your spending to the sources that are performing.
- Justify recruitment budget for high-quality media sources.
- Reduce time spent on unqualified applicants.
- Significantly improve the efficiency of high-quality sourcing spend.
- Attract the best candidates and fill jobs more quickly.

With over 1,500 healthcare facilities as clients, HealthcareSource® is the leading provider of talent management software for the healthcare industry. Through its software-as-a-service solutions, HealthcareSource helps healthcare organizations source, hire, assess and develop the best workforce possible in order to reduce costs and to improve patient satisfaction and safety. The company's talent management solutions include applicant tracking, onboarding, performance management, behavioral assessments, physician recruiting, video interviewing and a leading healthcare job board. A private corporation, HealthcareSource focuses exclusively on the healthcare industry and consistently earns high marks for client satisfaction and retention.



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