

# THINK 50!

## Meeting your Time to Hire Goal of 50 Days



### Why?

- Be more efficient & productive
- Improve candidate experience
- Secure top talent
- Improve Commonwealth's brand



### Best Practices

- ✓ Develop a recruiting strategy for each recruitment
- ✓ Update RMS along the way
- ✓ Strategize with hiring manager on advertising & Interview questions, panel, and potential dates before posting

- Be aware of the goal and stick to the timeline
- Screen applicants throughout the advertisement period
- Evaluate & select candidates during interview process
- Complete processes concurrently, if possible (reference checks, background checks, screenings, pay action)
- Transition posting in RMS in real-time
- THINK 50!

### Time Savers

