

**motiooai**

# Talent Acquisition Playbook

Predict QoH & Time-to-Fill



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# Purpose

Move from reactive hiring to **predictive** and **prescriptive** TA decisions that shorten time-to-fill, raise quality-of-hire (QoH), and reduce cost-per-hire—while safeguarding fairness and candidate experience.

## Example outcomes & KPIs

- Time-to-fill ↓ 10–25% in pilot roles
- QoH (9-month rating ≥ 'meets' + 12-month retention) ↑ 5–15%
- Offer-accept rate ↑ 5–10%
- Cost-per-hire ↓ 10–20%
- Hiring fairness: selection rate and QoH parity across key groups





# Prerequisites & Data



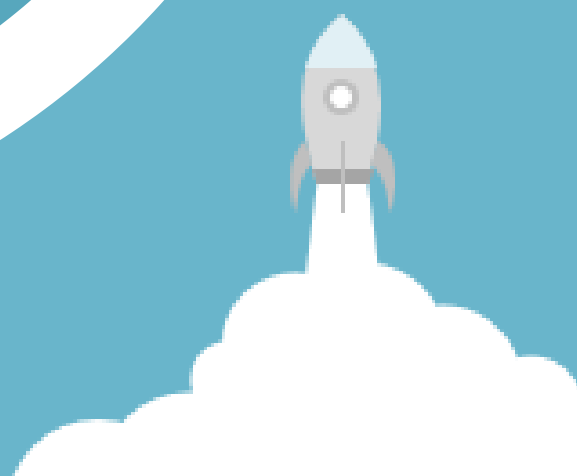
## Prerequisites

- **ATS hygiene** (standard stage names, timestamps, source tracking)
- Business-aligned **QoH definition**
- Interview scheduling and feedback **SLAs**
- **Access** to ATS, HRIS, performance and comp data
- **Legal/DEI review** of definitions



## Data you need

- **ATS:** requisition ID, open/close dates, stage transitions with timestamps, candidate source, assessment scores, interviewer IDs, rejection reasons
- **Offer:** amount, band position, days from verbal to signed
- **HRIS:** hire date, manager, location, tenure
- **Performance:** 6–12-month rating or ramp KPI; early attrition flag
- **Optional:** structured interview scores, skills tags, hiring manager load



# Governance & Roles



## Executive sponsor

- Sets the vision, success criteria, and guardrails
- Secures resources, removes blockers
- Approves scope and scale-up decisions



## TA Analytics Lead

- Translates business goals into measurable KPIs
- Designs experiments and ensures model interpretability
- Publishes monthly insight packs



## ATS Data Steward

- Defines and enforces ATS data standards
- Monitors data quality
- Manages ATS configuration changes

## HRBP Champions

- Drive adoption with hiring managers
- Capture qualitative feedback and share success stories
- Monitor fairness outcomes



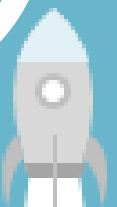
## TA Ops Lead

- Redesigns process levers
- Embeds candidate-experience protections
- Coordinates enablement, standardizes playbooks and SOPs



## Data Privacy & Ethics Officer

- Ensures lawful basis/consent
- Reviews models for bias/impact
- Updates policies and communicates guardrails



1

## Define success & targets

### Align on QoH

E.g., 9-month performance  $\geq$  'meets' AND 12-month retention; calibrate by role/level

01

02

### Establish baselines

Baselines per role/location: time-to-fill, offer-accept rate, QoH, cost-per-hire

### Select pilot roles

Select roles with high volume and pain (e.g., SDRs, Support L1). Quantify business cost of vacancy

03

04

### Document decision levers

Document the changing levers, e.g. channel spend, interview sequence, offer timing/positioning



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## Predict QoH & Time-to-Fill

### QoH model

Include source, assessments, interview signal, offer timing, band position, manager load

### Outputs

Per-req likelihood of 'high QoH'; expected time-to-fill; bottleneck drivers by stage

01

02

04

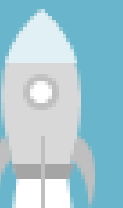
03

### Time-to-fill model

Survival model per role/location to pinpoint bottlenecks (scheduling, panel availability)

### Use train/validation split

Avoid leakage; expose feature importance & partial effects



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## Design prescriptive levers

### Channel mix

Shift budget to sources with highest QoH per \$1k, monitor subgroup parity

01

02

### Interview design

Front-load high-signal assessments; set SLAs; reduce idle time between stages

### Optimization

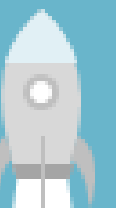
Maximize expected QoH & acceptance under budget/policy constraints

04

03

### Offer strategy

Target band position and time-to-offer windows to maximize acceptance



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## Pilot & change management

### Select pilot scope

Choose 2–3 roles; assign A/B or stepped-wedge groups by site/manager

01

02

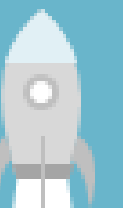
03

### 4-week pilot

Follow on weekly dashboards (QoH prediction distribution, time-to-fill by stage, acceptance probability)

### Guardrails

Adverse impact, interview load balance, candidate NPS; pause/adjust if thresholds crossed





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## Measure, learn, scale

### Evaluate vs baseline/control

Time-to-fill delta, QoH uplift at 9–12 months, acceptance rate, cost-per-hire

01

02

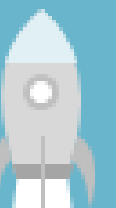
### Calculate ROI

Vacancy cost avoided + agency spend saved + performance uplift value minus implementation cost

03

### Codify playbook

Retire low-impact moves; standardize effective levers; automate alerts; retrain quarterly



# Evaluation and ROI



## Benefits

- Shorter vacancy duration (productivity preserved)
- Reduced agency spend
- Fewer early-stage performance issues
- Higher acceptance



## Sample ROI

$[(\text{Benefit} - \text{Cost}) / \text{Cost}] \times 100$ , where  
Benefit includes avoided vacancy  
cost and quality gains



## Quarterly report

Trend charts + exec summary;  
include fairness &  
candidate-experience metrics



# Risks and Guardrails

## Data bias or poor hygiene

Skewed or incomplete ATS/HRIS data can bias QoH/time-to-fill and create adverse impact. Enforce data standards, monitor fairness KPIs, and retrain models when drift/bias appears.



## Over-automation

Fully automated screening can hurt candidate experience and entrench bias. Keep human-in-the-loop, use models as decision support with thresholds and audit logs.

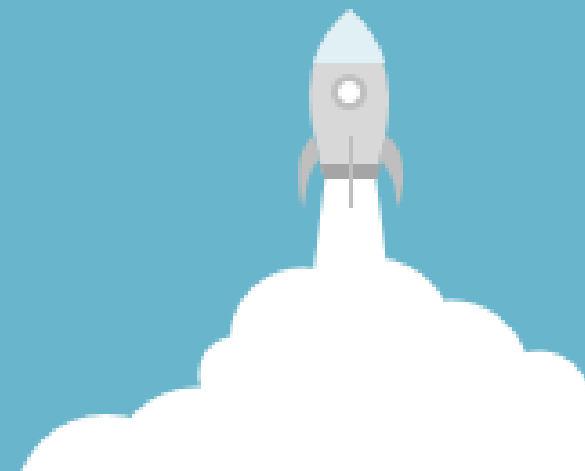
## Gaming behaviors

Teams may chase speed KPIs at the expense of quality/fairness (e.g., rushing offers). Pair speed with QoH/retention targets, maintain audit trails, and align incentives to balanced outcomes.



## Change fatigue

Too many process tweaks overwhelm recruiters/managers and reduce adoption. Stage rollouts, simplify steps, and stick to a clear 60–90-day change cadence with concise enablement.



# Quick-start checklist

01

## Prepare

Standardize ATS stages & sources  
Agree on QoH definition  
Baseline metrics by role/location

02

Access ATS/HRIS/perf/comp data

03

Build/validate models

04

Pilot with weekly dashboards

05

ROI & fairness review + plan  
to scale





# Contact Us

Are you struggling with bringing the most value out of your People Data?

Does Predictive Analytics seem like a distant dream?

We are here to help. Send us a message for more information!



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