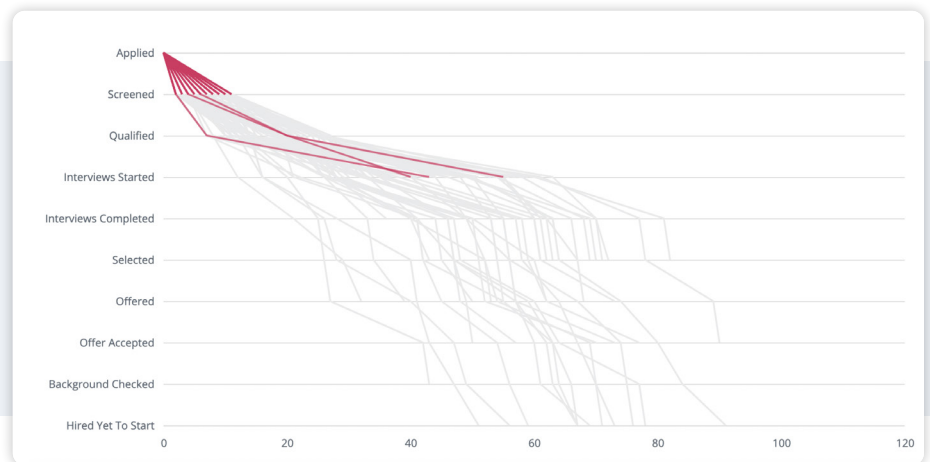# Hire Smarter

Visier NOW™, for today's most urgent workforce challenges

The rules for hiring have changed in the candidate's favor, and what worked to attract great talent before won't work now. Don't drown in unfilled requisitions and the demands of hiring managers— get smart about your talent acquisition processes to streamline, optimize, and allocate resources appropriately. Make everyone smarter about hiring so that you attract, and retain, today's top talent.

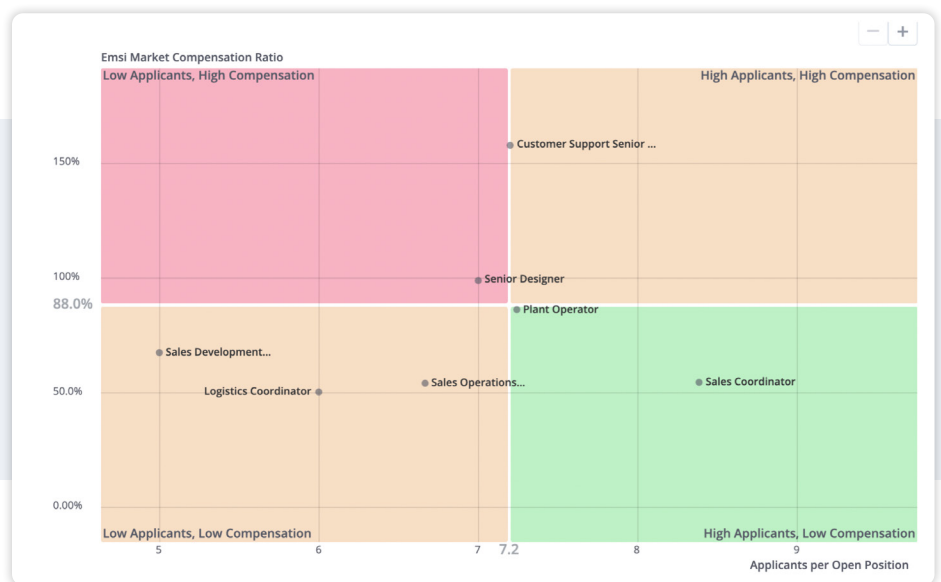**When you can get the right answers, you can take the right action.**

Ask: What does our hiring pipeline look like and where are people dropping out?

Act: Identify where you have holes in your hiring funnel and tighten the process to stop good talent from slipping through.

Ask: How does the market compensation ratio influence the number of applicants for open positions?
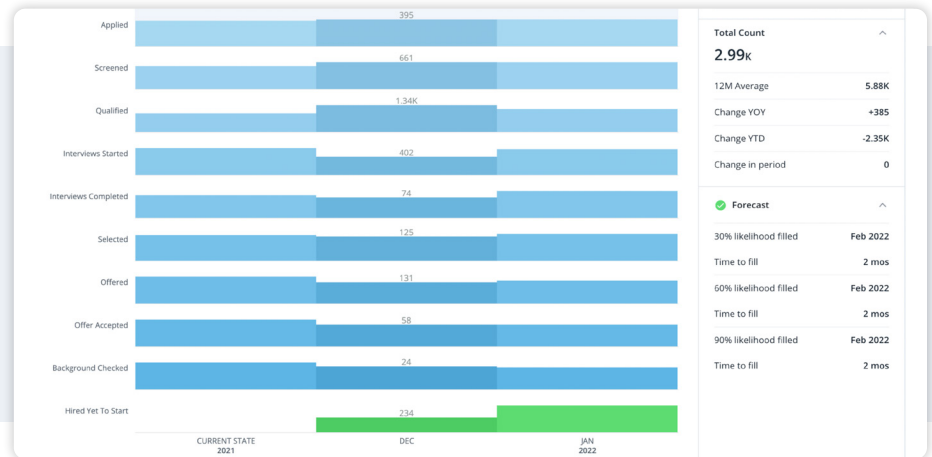
Act: Fine tune yourcompensation strategy to compete for the talent you need.

Ask: How long will it take to meet our hiring goals?

Act: Set expectations with hiring managers and accurately balance recruiter workload based on the level of effort. Proactively identify where it makes sense to maintain a pipeline of candidates because of high turnover.

Get Business Results

Celgene uses Visier to plan for talent shortages by reviewing headcount projections and allocating resources to proactively fill the gaps. They also review open positions against planned workforce growth so that out of date requisitions are closed and the resources reallocated. The team saved 20% of their budget and got more efficient and were better able to serve their business leaders.

- Maintain business momentum by filling critical roles with quality hires

- Apply your TA budget where it matters, whether that's using agencies, offering referral bonuses, or job fairs

- Help everyone understand their role in TA so that the candidates you attract choose to join

Partner with experts to deliver real change

Visier People is uniquely suited to help you hire smarter and drive high impact by uniting all of your people data to understand and improve your hiring process. We're here to help you get started with:

- Guidance at every step to create the solution that suits you

- Tailored support to meet your needs during your relationship with us

- Change management resources for a data-driven people management function