

HIRING HEALTH CHECK FRAMEWORK

Use this framework to assess whether your current recruitment and contractor processes are scalable, compliant, and cost-effective or if it's time to rethink the model.

SPEED

- Are you filling roles fast enough to match business demand?
- Do hiring bottlenecks slow project delivery or growth?

► **Risk Flag: Average time-to-hire or onboarding exceeds 25+ days**

VISIBILITY

- Can you see live hiring activity, contractor spend and pipeline gaps?
- Are you tracking key metrics across functions or locations?

► **Risk Flag: No centralised dashboard or KPI tracking in place**

COMPLIANCE

- Is IR35 assessed and documented for every contractor role?
- Are FCA, GDPR, and onboarding checks consistent and audit-ready?

► **Risk Flag: Manual or untracked compliance processes**

EXPERIENCE

- Is the candidate and contractor journey consistent across departments?
- Are hiring managers and candidates satisfied with the process?

► **Risk Flag: Poor candidate feedback or high drop-off during hiring process**

COST CONTROL

- Do you know your cost-per-hire or average contractor spend?
- Are you confident you're not overpaying via fragmented suppliers?

► **Risk Flag: Agency/contractor spend rising without benchmarking**

If you're flagging risks in 2 or more areas, your model may be costing time, money and talent, and putting compliance at risk.

LET'S RUN A FULL HEALTH CHECK

We can run a rapid Hiring Health Check to benchmark your current performance and map where Embedded Talent or MSP could create value.

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