

Unlock Your Agency's Growth with a Free Recruitment Workflow Audit

Identify hidden inefficiencies, uncover powerful automation opportunities, and improve your recruiter productivity.

Presented by:

Raeburn Consulting

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Manual Bottlenecks Constrain Growth



Recruiter Admin Overload

Consultants spend hours on CV formatting and emails instead of relationship building.



CRM Data Quality Issues

Inconsistent data entry leads to a fragmented database, hindering candidate matching.



Manual Candidate Processing

Manual entry slows time-to-hire and negatively impacts the candidate experience.



Workflow Visibility Gaps

Lack of real-time pipeline insights makes accurate revenue forecasting difficult.



Inefficient Outreach

Uncoordinated messaging limits reach and reduces overall response rates.



Manual Reporting

Compiling metrics by hand drains management time and uses outdated data.

Scaling requires highly efficient operations, but these barriers frequently disrupt growth and profitability.

Comprehensive Operational Audit

People, Processes, and Systems

To uncover the root causes of inefficiency, our workflow audit takes a holistic approach, examining the three core pillars of your recruitment operations.

- 01. People Analysis
- 02. Process Mapping
- 03. Systems Evaluation



People

We analyze recruiter workload distribution, assess how effectively your team engages with candidates, and measure overall team productivity against industry benchmarks.



Processes

We map out your entire recruitment lifecycle: sourcing strategies, screening protocols, placement procedures, and post-placement follow-up to identify friction points.



Systems

Technology should enable, not hinder. We evaluate current CRM usage, review performance reporting, and identify immediate automation opportunities to connect your stack.

Inefficiencies Cost Recruiters Up to 40% of Their Available Time



Administrative Burden

Recruiters are spending 25–40% of their time on administration rather than revenue-generating activities.



Database Degradation

A high volume of duplicate CRM records causes confusion and prevents effective candidate matching.



Scheduling Friction

Manual scheduling processes result in endless email ping-pong, frustrating both clients and candidates.



Communication Gaps

Inconsistent follow-up activity leads to candidate drop-off and lost placement opportunities.



Blind Spots

Reporting delays and a fundamental lack of workflow visibility prevent agency owners from making agile decisions.

*Operational flaws discovered during audits reveal that recruiters lose up to **40%** of their available time to these systemic inefficiencies.*

Strategic Recommendations



Workflow Automation

Implement triggers to automate repetitive tasks like interview confirmations and status updates.



CRM Optimisation

Cleanse existing data and establish mandatory fields to ensure long-term database integrity.



Engagement Tools

Deploy automated, multi-channel outreach sequences to keep talent warm and active.



Reporting Dashboards

Build real-time, automated dashboards for instant visibility into team KPIs and revenue pipelines.



Productivity Enhancements

Integrate communication tools directly with your CRM to minimize context switching.



Process Standardisation

Create documented, repeatable workflows so every consultant operates at a best-practice standard.

Following the audit, we provide a customised action plan designed to modernize your agency's operations.

Typical Results From Recruitment Workflow Audits

Examples of operational improvements commonly identified during recruitment workflow audits.

CRM Administration

Before
15+ hrs

After
30–60 mins

Reduced manual updates, duplicate entry and status changes.

Candidate Response

Before
48–72 hrs

After
< 24 hrs

Automated follow-up improves response rates and reduces candidate drop-off.

Interview Scheduling

Before
3–5 days

After
Same/Next

Calendar automation removes back-and-forth delays.

Reporting Visibility

Before
Weekly Manual Reports

After
Live Dashboard Visibility

Leaders gain live visibility into activity and pipeline health.

Typical Improvement Opportunity: Reclaiming administrative time can create the equivalent productive capacity of **3–4 additional recruiters** without increasing headcount.

Optimized Workflows Unlock Greater Capacity for Agency Growth

Implementing the recommendations from our workflow audit transforms how your agency operates, delivering measurable returns on investment.



Improved Recruiter Productivity



Better CRM Data Quality



Faster Candidate Processing



Increased Workflow Visibility



Reduced Administrative Workload



Increased Placement Capacity

Scale your agency's output and revenue without linearly increasing headcount.

Take the First Step Toward a More Profitable Agency



Initial Workflow Review



Opportunity Assessment



Practical Recommendations



Clear Next Steps

Included at No Cost • No Sales Pressure



Ready to Improve Efficiency & Scale Growth?

Book Your Free 30-Minute Strategy Call

No Sales Pressure • Practical Recommendations • Clear Next Steps

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