



The Recruitment Agency Productivity Framework

Five operational levers for increasing output without weakening recruitment quality.

Capacity

Measure where recruiter time is spent and remove avoidable administration.

Velocity

Reduce delays across sourcing, screening, scheduling, feedback and offers.

Quality

Improve CRM data, workflow compliance and the relevance of candidate delivery.

Conversion

Track movement between stages and address the constraints reducing placements.

Visibility

Give leaders live insight into workload, pipeline health and operational performance.

Baseline → Improve → Automate → Measure → Scale

Apply technology only after the workflow and desired outcome are clearly defined.

Productivity is a system-level outcome.

Better tools help, but process design, adoption, data and management discipline determine the result.

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