acolyte

Talent Market Activity
How active is the target talent market?

How receptive is the passive market to new opportunities?

Findings: 522 candidates were approached and invited to engage about a new role at PwC. 18% of the target population responded to the outreach

Actions: Engagement at this level is critically low. Consideration should be given to whether there are any other geographies or markets where the Co1 brand may resonate more powerfully, and where talent may be more responsive to job opportunities.

Response Rates

Exceptionally Active Talent Market
Strongly Active Talent Market
Active Talent Market
Inactive Talent Market
Critically Inactive Talent Market

What has been the response to your opportunity from the active market?

Findings: Despite heavy promotion – the inbound engagement from active candidates is only in line with regular campaigns

Active

Findings: See Candidate Sentiment & EVP Analysis. Recommend revising job specification in line with the findings here to maximise impact

89% of candidates in this campaign are currently in role and passive

Talent Diagnostics

Data to deliver 100% placement success

Fill **every** vacancy with
Talent Diagnostics
(even the toughest roles)

The Acolyte Talent Suite

Acolyte is a digital platform that delivers Talent, Diagnostics & Intelligence.

Talent Diagnostics is one of three solutions, designed to help you solve talent challenges with data, hire the right people and make smarter strategic workforce decisions

Search

The power and success of headhunting, digitised to scale across your entire organisation – for every role.

Data

Intelligence

Make informed strategic people decisions using exclusive candidate market data and award-winning advisory pedigree.

Diagnostics

Unique talent data to identify and address potential barriers to successful hiring for every vacancy

Diagnostics to make the impossible – possible

Every organisation has hiring challenges. Some positions just seem impossible to fill…

Talent Diagnostics from Acolyte instantly transforms your ability to hire for even the toughest of roles.

For the first time, access precise analytics to immediately identify campaign challenges, isolate the cause, and provide recommendations to resolve the issue.

Instantly unlock challenges associated with:

- **Low** candidate interest
- **Increasing** competition
- **High salary** expectations
- **Scarcity** of skills
- **High** interview drop outs
- **Rejection** of offers

Talent Analytics with Impact

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Acolyte is a breath of fresh air! Our market is very competitive and visibility on salary benchmarking, candidate feedback and the diversity of the talent is so important to us and a big focus area - plus we are being introduced to great quality candidates!

HR Director
Global Technology Company

6 barriers to hiring success

If you are struggling to make a hire it may be reassuring to know that there are only 6 questions you need to ask

Talent Market Composition
Does what you are looking for exist in sufficient numbers to make a campaign viable?

Talent Market Activity
How active is the target talent market?

Employer Value Proposition
How effective is your proposition at exciting this talent market?

Competition for Talent
How competitive is the target talent market?

Salary and package
Is the package being offered competitive?

Candidate Experience
What do candidates experience when they engage with your opportunity?
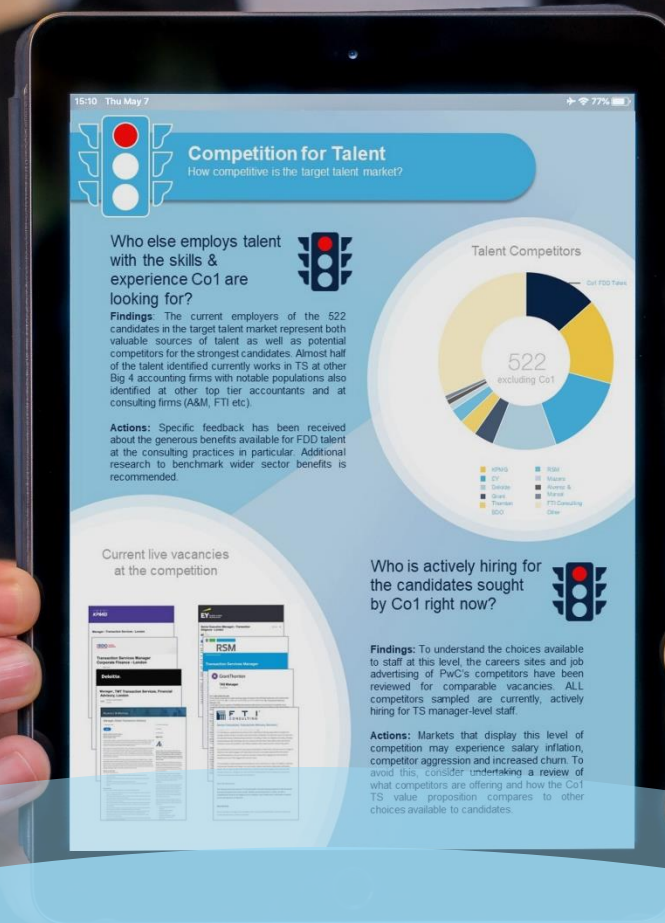
Diagnostic data is generated in real-time as campaigns are run through the Acolyte Platform

For every role, Acolyte accesses thousands of data points and correlates live campaign data to deliver unprecedented insight into your talent markets and the behaviour of candidates within your talent pool.

Access critical insight that helps articulate issues, unlock barriers to recruitment success and ensure you can make the hires you need, when you need them, every time.
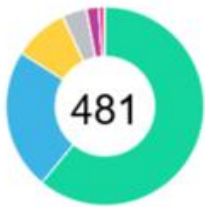
Total Transparency

The Talent Diagnostics dashboards are clear, concise and intuitive.

They make it easy to digest the granular insight available, allowing you to quickly identify potential challenges and remedies.

Simple dashboards to enable you to make stronger talent decisions and hire for even the toughest roles.

Our platform has identified **481** professionals from UK sports leagues, governing bodies and sports media
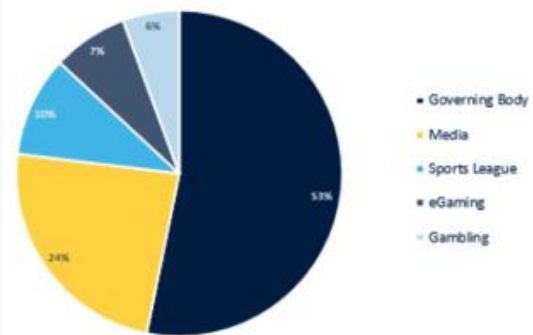
481

Their **seniority** and **gender**

79%   21%
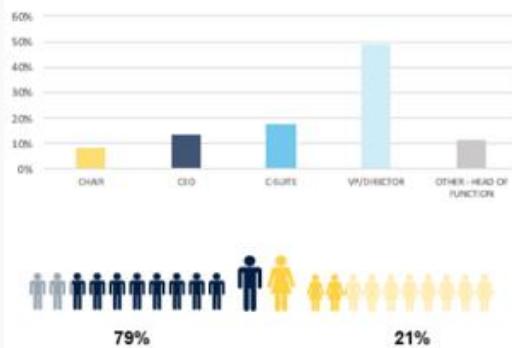
Industries they are coming from

- Governing Body
- Media
- Sports League
- eGaming
- Gambling

Salary Benchmarking

Scotland 4%

Northern Ireland 1%

North East 1%

North West 4%

Yorkshire & Humber 2%

Wales 7%

East Midlands 6%

West Midlands 3%

Eastern 3%

London 57%

Delve Deeper with our D&I Diagnostics

The intelligence and data you need to effect real, measurable change to attract and hire more diverse talent.

"

Our engagement with Acolyte on diversity & inclusivity has been a great success. The CEO, CIO and Chief People Officer love the insight that Acolyte offers and we can now measure our own performance against a proper standard in the industry

*Head of Talent & Organisational Development
FTSE 250 Fintech Organisation*
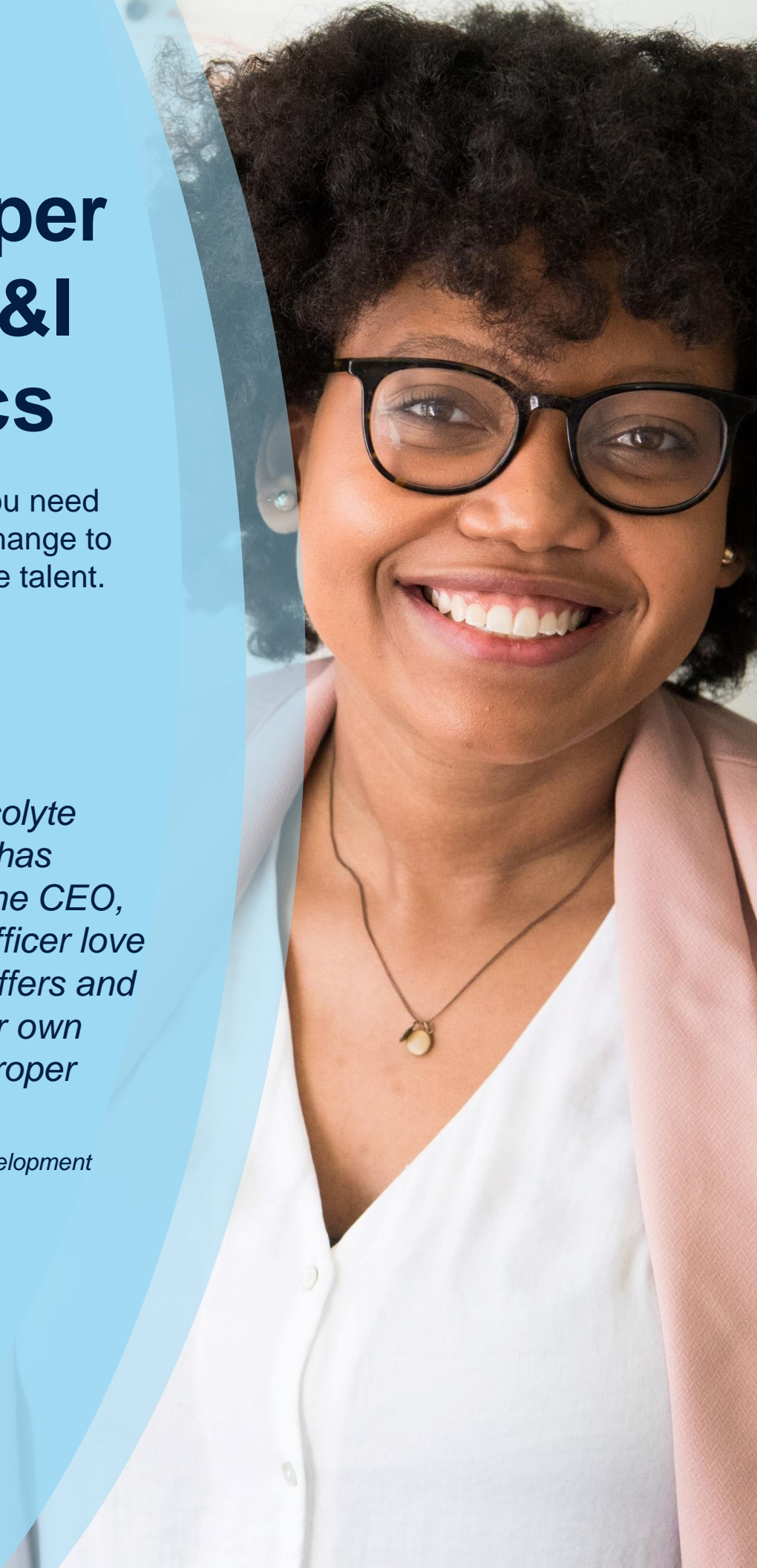
Trusted Globally

Our clients come from every shape, size, and sector - from start-ups to multinational organisations.

> When we filled our most challenging vacancies using Acolyte it was one of those 'sit up and take notice' moments… and they just continue to add value…their reporting & intelligence now underpins our hiring strategies

Strategic Resourcing Partner
Top Tier Accounting Firm

acolyte

Find out more

BOOK A CALL

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