

Estimating Your Real Cost:

1. COST OF MISHIRE

For base salaries less than \$100k:
 $(\text{Base Salary}) \times 14 \times (\text{Probability of Mishire})$

WITHOUT OUTSIDE
HELP

EXPERT FIRM
ENGAGED

(Your actual cost)

(Your actual cost)

For base salaries between
\$100k-\$250k:
 $(\text{Base Salary}) \times 28 \times (\text{Probability of Mishire})$

(Your actual cost)

(Your actual cost)

2. TIME AND EXPENSES SPENT REVIEWING & EVALUATING CANDIDATES

$(\text{Hiring manager's cost per hour}) \times (\text{hours invested in search})$

$(\text{Selection team's cost per hour}) \times (\text{hours invested in search})$

$(\text{Internal recruiter's cost per hour}) \times (\text{hours invested in search})$

$(\text{Internal HR personnel's cost per hour}) \times (\text{hours invested in search})$

$(\# \text{ of candidates brought onsite}) \times (\text{cost per candidate for travel expenses to come onsite})$

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(Your actual cost)

(Your actual cost)

3. OPPORTUNITY COST

$(\text{Value per hour of time spent}) \times (\# \text{ of hours spent on search})$

• Value of billing hours lost

• Value of selling hours lost

• Value of delivery hours lost

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(Your actual cost)

(Your actual cost)

4. DELAYED IMPLEMENTATION COST

Ex. New analytics model; new use case for predictive maintenance in manufacturing, new RPA use case, etc.

$(\text{Cost per day of delayed implementation}) \times (\text{Number of days before hiring})$

(Your actual cost)

(Your actual cost)

5. VACANCY COST

$(\text{Cost per day to back-fill vacancy with other resourced}) \times (\# \text{ of days of vacancy})$

(Your actual cost)

(Your actual cost)

TOTAL COST:

+ Expert Firm Fee _____

DIFFERENCE:

(NET) _____

For help calculating these numbers, give us a call at (847) 447-7700