



Solving the top 3 recruiting challenges

Insights and solutions to help
improve talent discovery



INTRODUCTION

What's holding us back from making great hires?

In an ever-changing hiring landscape, recruiters need to adapt quickly to compete for the top talent they need to succeed. Finding the right candidates isn't easy, with some of the most common challenges being:

- 1 Lack of quality candidates
- 2 An inefficient hiring process
- 3 Hiring that takes too long

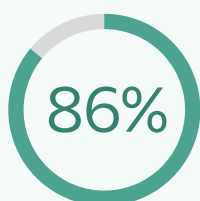
This can result in missed opportunities and frustration for recruiting teams. On top of that, today's job seekers also want a faster, more transparent hiring experience. Let's dive into these challenges with insights and solutions to help make hiring easier.

CHALLENGE #1

Lack of quality candidates

We consistently hear that employers are still having a hard time finding quality candidates. If recruiters are lacking the quality they're looking for, matching technology can help. With Sourcing Assistant, a new feature available to Indeed [Smart Sourcing](#) Professional subscribers, high-quality candidates are discovered and reached out to automatically. Your team sets the criteria and Sourcing Assistant automates candidate discovery and outreach.

Matches are identified in multiple ways including the keyword relevancy of your job post and job seeker resumes, job seekers' search activity on Indeed, how recently job seekers have been on the site, and more. This helps our matching engine present you with candidate applications after the initial sourcing and outreach.



of employers surveyed agree that Indeed gives them the best access to qualified candidates¹



CHALLENGE #2

An inefficient hiring process

When we hear that 71% of HR leaders say they've missed a key hire due to inefficient processes,² and that 92% of employers are interested in hiring platforms designed to improve their efficiency and help save them time,³ it's time to lean into automation and AI.

[Candidate searches](#) can be sped up with automation, making hiring more efficient and helping teams get to great candidates faster. With Smart Sourcing Professional, the Sourcing Assistant integrates seamlessly with your workflow, building your pipeline and delivering completed applications directly into your ATS* or on Indeed.

By automating the initial engagement, your recruiters can reclaim time to build strong candidate relationships. In fact, employers saved 7 hours per week when using the Sourcing Assistant.⁴ That means teams can get more done without increasing headcount.



**7 hours
per week**

employers saved 7 hours per week by letting the Sourcing Assistant execute initial discovery and outreach around the clock⁴

“

[Smart Sourcing](#) serves up appropriate candidates that tend to be more eager to respond and are active on Indeed. So we get both quality candidates that are a fit and a higher response rate than with another similar tool.”

Scott Errickson

Divisional Director - Clinical Recruitment –
Behavioral Health, UHS of Delaware, Inc

² Findem, State of Hiring and Recruiting Report 2023, n=312

³ Survey conducted online within the United States by The Harris Poll on behalf of Indeed from February 15-20, 2024 among US Hiring Managers (those with sole or primary decision making in the recruiting and hiring process) with 2,000+ number of employees; 300 respondents.

⁴ Indeed test data (US), 11/12/2025 and 01/17/2026. Based on the median of self-reported time savings from 17 employers

*Sourcing Assistant requires Indeed Apply. Sourced candidates are delivered on Indeed only, not in the ATS. For ATS delivery, Sourcing Assistant requires Indeed Apply sync.



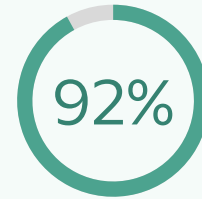
CHALLENGE #3

Hiring that takes too long

Since some candidates have walked away from a job opportunity due to poor communication, recruiters can set themselves up for success by being transparent with candidates upfront about when they can expect to hear back. Even better, activate the Sourcing Assistant to run around-the-clock discovery and outreach governed entirely by your custom criteria, ensuring you engage the right people at the right time.

This early action helps your teams move quickly through the hiring process, filling critical roles fast. Applicants sourced by the [Sourcing Assistant](#) were hired 31% faster on average than applicants hired from other sources.⁵ Now, instead of spending time manually sourcing candidates, teams have more time to spend on nurturing connections and picking the right candidates from a list of high quality applications surfaced to them.

⁵ Indeed test data (US), 11/12/2025 and 01/17/2026. As measured in the Sourcing Assistant trial based on 225 jobs
⁶ Indeed Survey, US (n=300), Jan-Feb 2024



of Indeed Smart Sourcing users agree that its collaboration features help their hiring teams save time⁶



NEW FEATURE

Introducing Sourcing Assistant

The latest feature in Smart Sourcing uses automation to continuously build your pipeline and route completed applications directly into your workflow.* [Sourcing Assistant](#) acts as an extension of your team making it even easier to find candidates with the skills you need.

The Sourcing Assistant handles initial discovery based on your specific criteria so you're always in control and have full oversight of your pipeline and the candidates you choose to move forward. It can help you reach high quality talent and speed up your hiring process, working around the clock so you don't have to.

2.9X

Applicants discovered via the Sourcing Assistant are 2.9X more likely to be hired than those from other sources⁷



Start your free Smart Sourcing trial** or **connect with an Indeed Specialist** today to learn more about how Indeed can help you reach your hiring goals faster.

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⁷ Indeed test data (US), 11/12/2025 and 01/17/2026. As measured in the Sourcing Assistant trial, based on hires per apply from 225 jobs

**Terms and conditions apply.



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