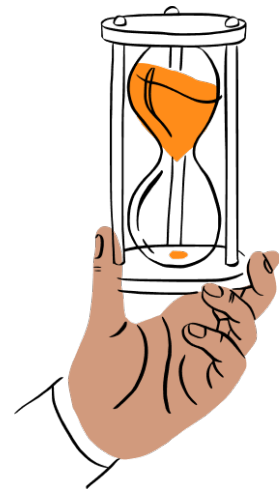# Antidotes to slow hiring for time-starved HR managers and teams

6 ways eSignatures speed up recruitment and onboarding

The rising cost of slow hiring (and how to fix it)

Is hiring getting harder?
By all accounts, yes.

Employee demand is at an all-time high and business leaders are pessimistic about it changing, with nearly 70% believing the talent pool is shrinking.

As Dayne Nash, VP of Global Channels at PageUp explains, "Hiring is more competitive than it's been in a decade. There are more jobs available and employees are reconsidering who they want to work for and where they want to work."

But finding talent isn't just getting harder, it's also getting more expensive. The average vacancy costs a company $500 a day and the average job interview process takes 27.5 days. That's nearly $14,000 before an employee even starts to contribute.

The problem is, as competition for talent increases, it extends the time to hire new employees, further driving up these costs.

While you could stay the course and hope the job market shifts, a more pragmatic approach is to look inward and trim the fat to unlock more agility in your hiring process.

And one such hiring process that's a sticking point is agreement signing. However, there's already a solution. eSignatures are a fast and easy way to significantly increase your hiring speed by:

- Removing friction from your hiring experience
- Automating parts of the job offer process
- Reducing negotiation amendment times
- Automating onboarding for a smoother new-hire experience

Ready to inject pace into your hiring process? Dive in to learn how eSignatures are increasing HR teams' hiring speed in this competitive employment landscape.

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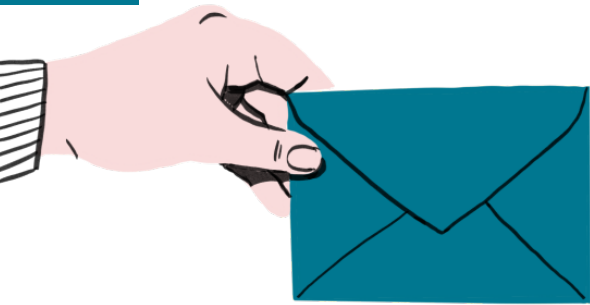
Create a fast, friction-free hiring experience

Paperwork is one of the necessary evils holding back the quality and speed of your hiring experience. Sure, a candidate might look past a single request to download a document, sign it using third-party software, reupload it, attach it to an email, and then send it back. But expecting candidates to go through this again and again in the hiring journey—for an NDA, then an offer letter, and then background checks, and potentially more—is a big ask.

A smooth and fast hiring experience, however, can be the difference between hiring good talent and great talent. In fact, companies that invest in their candidate experience improve the quality of recruits by 70%.

"If you're not good at replying quickly to candidates you're going to lose them to someone who's better and quicker. So if you're just pushing them through to your applicant tracking system, and your old 26 minute and 37 step application process, then you're going to lose and your cost of acquiring talent is going to be too high," says Craig Fisher, founder of employer brand and recruitment marketing strategy firm TalentNet Media.

So how do you deliver a great candidate experience when candidates are faced with unavoidable NDAs, contracts, W9s, and so on?

Simplify your signing process with embedded eSignatures

eSignatures eliminate the lengthy download-sign-upload-send process by embedding directly into your website or app. That means candidates don't have to leave your experience to sign documents—no third-party tools, switching tabs, or email-checking —the entire signing experience becomes one cohesive interaction.

What's more, because these important forms are embedded into your website, candidates can sign from anywhere, on any device.

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fountain

How Fountain cut its signing time down to 6 minutes

The hourly workforce—the biggest source of jobs in the United States and globally—is highly mobile and eager to start working as rapidly as possible. So Fountain's customers, the businesses recruiting this mobile workforce, must move quickly to hire. And critical to that speed is guiding applicants to the final contract signing stage fast.

By integrating eSignature functionality, applicants **only spend an average of 6 minutes signing documents**—compared to an average of 43 minutes with other signature methods. Reducing the average time it takes to move candidates through this stage significantly improves Fountain's customers' time-to-hire and time-to-fill.

This eSignature step also eliminates the need for applicants to toggle between two different interfaces or open new browsers to find and sign documents. Instead, they can sign in one cohesive workflow.

"At Fountain, we strive to provide a seamless branded experience across corporate sites and customized job directories," says Sean Behr, CEO of Fountain. "Automated document signing supports this, allowing candidates to apply for jobs on the go and move swiftly to be hired."
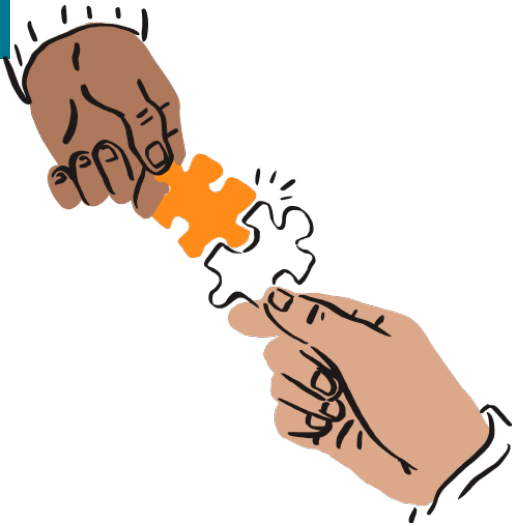
Automate the job-offer signing process

Though it can be a hassle for candidates to sign documents like NDAs and W9s, it's an even bigger burden on your team who prepare, personalize, and send them. It's this type of admin that chews up a massive 40% of HR teams' time and slows down the hiring process.

The good news is, a lot of these time-consuming tasks are repetitive—making them ripe for automation. "Automation is a critical concept in hiring. If we can automate or have workflows that take care of tasks like paperwork, I don't have to sit there worry about it. I can focus on all those other 87 things that demand my attention, and I can perform at my very best," says Ben Eubanks, HR analyst and Chief Research Officer, Lighthouse Research & Advisory.

HR teams can use sophisticated eSignature tools to cut document prep time down to minutes—so hiring teams can focus on delivering a great first day, week, and month for new hires.

Reduce repetitive hiring and onboarding admin with eSignature templates. With eSignatures, you can templatize all of the repeat documents in the hiring and onboarding process.

Take a standard NDA, for instance, a document that rarely changes aside from the name of the signer. With eSignatures, you can templatize this mostly generic document, and then every time you need to send a new NDA to a candidate, it's as simple as filling in a candidate's name and pressing send.

Track candidate signing progress in real time

There's nothing worse than sending documents to a candidate and not hearing back. Did they miss my email? Have they changed their mind? Should I reach out or is it too soon?

It's a worry for so many hiring teams. And worse, it slows down the hiring process because you can't move on to another candidate. You're left waiting. Wondering. Hoping.

And it's only becoming more common. "Very few candidates have a spreadsheet of everything they've done. So if you're not reaching back out, the burden is on the employer. Ghosting happens because employers are not good at following up and they don't have a good methodology for it." explains Craig Fisher.

But with eSignature, you have greater visibility over candidates' signing progress so you know when you need to follow up.

Track job offer progress and automatically follow up with eSignatures

With digital eSignatures, once you send a document to be signed, you can follow its exact status— unopened, opened, signed. What's more, if a document requires more than one person's signature, you can see exactly who the document is with.

Plus, Dropbox Sign can automatically send reminders to candidates who have yet to sign documents so you don't have to waste time chasing errant signatures.

Reduce offer negotiation times

With more choice than ever, candidates have more negotiating leverage—and they're using it.

"We're seeing an increase in salary expectations. Now top talent has multiple choices, as you can imagine, so we're actually seeing an increase in counter-offer activity," explains Sally Sourbon, VP Global Talent EMEA at ServiceNow.

The problem is, negotiating terms of employment can often deteriorate into a long and tedious back-and-forth over terms and details. That means, when it comes to securing your preferred candidate, speed matters.

"How quickly you turn a contract around matters. Depending on the role, negotiations can drag out. The more senior the role, the more negotiation the more back and forth. And those are the people in more demand, right? So the simpler you can make that process, the faster you can turn around the contract, the quicker you can make that make that offer and hire them," says Ben Eubanks.

And every time a detail changes, it requires your team to prepare an entirely new offer letter. More annoyingly, every party has to sign the document again, and that means starting the entire signing process from scratch.

That means at best, your candidate waits patiently while you prep and send new documents—which could add just as much anxiety on their end as you may have about making the hire. At worst, the candidate gets frustrated with delays between new terms and accepts another offer. It's a lose-lose.

The faster you can move candidates through the negotiation phase, the greater your chances of securing and retaining them.

Amend job offer details faster with eSignatures

Sophisticated eSignature tools with programmable logic make managing multiple stakeholder signatures faster and easier. Instead of waiting for a manager or CEO to sign and send back a document and then manually send it on to the candidate, with custom logic you can lay out the order you want your documents signed and the eSignature tool will automatically send it to each party in that order.

"So the faster you can turn around the contract, the quicker you can make that make that offer and hire them."

— Ben Eubanks, HR analyst and Chief Research Officer, Lighthouse Research & Advisory

Automate onboarding for an improved new-hire experience

A great onboarding experience can improve employee retention by 82%. But when the average new hire onboarding experience consists of 54 activities—and 58% of organizations say their onboarding workflow is focused on process and paperwork—that's easier said than done.

To deliver a more rewarding onboarding experience means finding ways to get paperwork out of the way fast, so you can give new hires the attention they need.

Help make onboarding about people, not paperwork, with eSignatures

With eSignature automation, you can upload all of the first-day documents a new hire needs to read and sign, and then schedule them to be automatically sent as one package on their start date.

What's more, because so many of these documents are generic, you can create templates so each new-hire document only takes a fraction of the time to prepare.

This means you don't have to collate everything together every time there's a new hire, and it's ready to go on day one.

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greenhouse

How Greenhouse processes over 10,000 signature requests every month

Signing and organizing stacks of confidential HR paperwork is a pain for new hires and HR professionals alike. Greenhouse recognized this pain in their customers' HR workflows and decided to fix it by embedding eSignatures into its onboarding solution.

By implementing Dropbox Sign, Greenhouse's hiring teams and managers no longer juggle piles of documents or force candidates to log in to different eSignature systems. Instead, they have a structured and automated onboarding process that sets new hires up to become productive and active employees from the moment they accept their offer letter.

"The goal of Greenhouse Onboarding is to create an automated and seamless experience for new hires to become productive and active members of the company faster. The HelloSign [now Dropbox Sign] eSignature integration serves as an important part of this to provide our customers with a seamless and uninterrupted onboarding experience," says Aaron Gibralter, Director of Product Engineering.

And Dropbox Sign has been in hot demand since its adoption, handling over 10,000 signature requests every month

Build a hiring experience candidates trust

A trustworthy process is fundamental to an effective hiring experience. It's understandable given the number of personal details candidates are asked to share—name, address, SSN, and the like.

So when you send customers to a third-party website or force them to use off-brand software to sign documents, you're introducing doubt and confusion into your new-hire journey.

At worst, this can make candidates second-guess their decision and at best it creates delays in the signing process as candidates double-check everything is legitimate. Either way, you're losing time.

Custom-brand your hiring experience for total candidate confidence

Custom-branded eSignature tools let you make the signing experience look and feel exactly like your brand. You can add your fonts, colors, logos, and more, which removes confusion as to which company candidates are dealing with—removing doubt and distractions throughout the signing process.

Combine custom-branding and embedded signing for the ultimate user experience

Dropbox Sign eSignatures combine embedded signing and a custom-branded experience that guides candidates through a distraction-free signing workflow. And from what we've seen, this significantly reduces bounce rates and improves document completion by as much as 28%.

Speed up your new-hire process today

As hiring becomes increasingly competitive, eSignatures won't help you find more quality candidates, but they will help you lower the cost of securing and retaining the great candidates you do find with a smooth, human-centric process for everyone involved.

Whether it's removing friction from your candidate experience or creating more efficient ways for your team to process hiring and onboarding documents, eSignatures are a sure-fire way to add speed—and therefore savings—to your hiring.

If speed is something your HR processes could use, check out Dropbox Sign. Its extensive features—from custom branding to custom logic—are built to speed up your hiring and onboarding.

Let's talk about how we can speed up your hiring and onboarding processes.

Make Dropbox Sign your signature move

Dropbox Sign simplifies work for millions of individuals. Companies all over the world rely on the Dropbox Sign API to power their applications, making it easier to close deals faster, onboard new hires, save developers time, complete documents without error, and much more. For more information, visit the Dropbox Sign website.