

WHERE RECRUITERS LOSE THE DAY

4 WAYS YOUR AGENCY **LEAKS** PLACEMENTS

And the exact AI fix for each. Save this before your next req goes cold.

THE JOB GOT HEAVIER

MORE REQS. MORE CVS. SAME HOURS.

14.6 hrs

a week a recruiter spends just sourcing candidates — over a third of the work week

BULLHORN GRID 2026 (ATS VENDOR DATA)

14

open reqs carried at once, with 2,500+ applicants a year per recruiter — up 2.7× in three years

GEM · 2025 RECRUITING BENCHMARKS

41 days

average time-to-fill — up from 33 days in 2021. Slow loses the placement

GEM · 2025 RECRUITING BENCHMARKS



LEAK 01 · THE SLEEPING DATABASE

NEW REQ? YOU GO TO LINKEDIN **AGAIN.**

Your ATS only matches exact keywords — “Python dev” misses “Software Engineer, Django.” So you pay to re-source people you already have.

● THE FIX

A RAG agent reads your whole base by meaning, not keywords. Every new req hits your own pool first and surfaces already-vetted candidates.

44% OF SOURCED HIRES IN 2024 WERE ALREADY IN THE CRM — HALF YOUR SOURCING, DONE TWICE · GEM 2025



LEAK 02 · SLOW SHORTLIST

200 CVS. 8 HOURS. CLIENT **ALREADY CHOSE.**

A faster agency submitted in 4 hours. You finished in 3 days. Time-to-submit is the KPI your win rate lives or dies on.

● THE FIX

The agent ranks 200 CVs in 10–15 minutes and drafts a submittal with reasons per candidate. You review in 30 minutes — and submit the same day.

46% OF RECRUITERS SAY AI HALVED THEIR SCREENING TIME · BULLHORN GRID 2026 (VENDOR)



LEAK 03 · CANDIDATE GOES COLD

APPLIED. 5 DAYS OF SILENCE. GONE.

While you're buried in other reqs, your strong candidate took an offer from whoever replied first.

- THE FIX

The agent replies in minutes, 24/7 — runs a first qualifying chat, updates the profile, and keeps the candidate warm in the pipeline.

65% OF CANDIDATES NEVER HEAR BACK ON STATUS [LEVER] · CHIPOTLE×PARADOX LIFTED COMPLETION 50%→85% [CHIPOTLE, OCT 2024]



LEAK 04 · LOST REDEPLOYMENT

CONTRACTOR ENDS. YOU **FORGOT** TO CALL.

Your best asset is a proven contractor the client already trusts — \$0 to source. But with 14 open reqs, the end-date slips by.

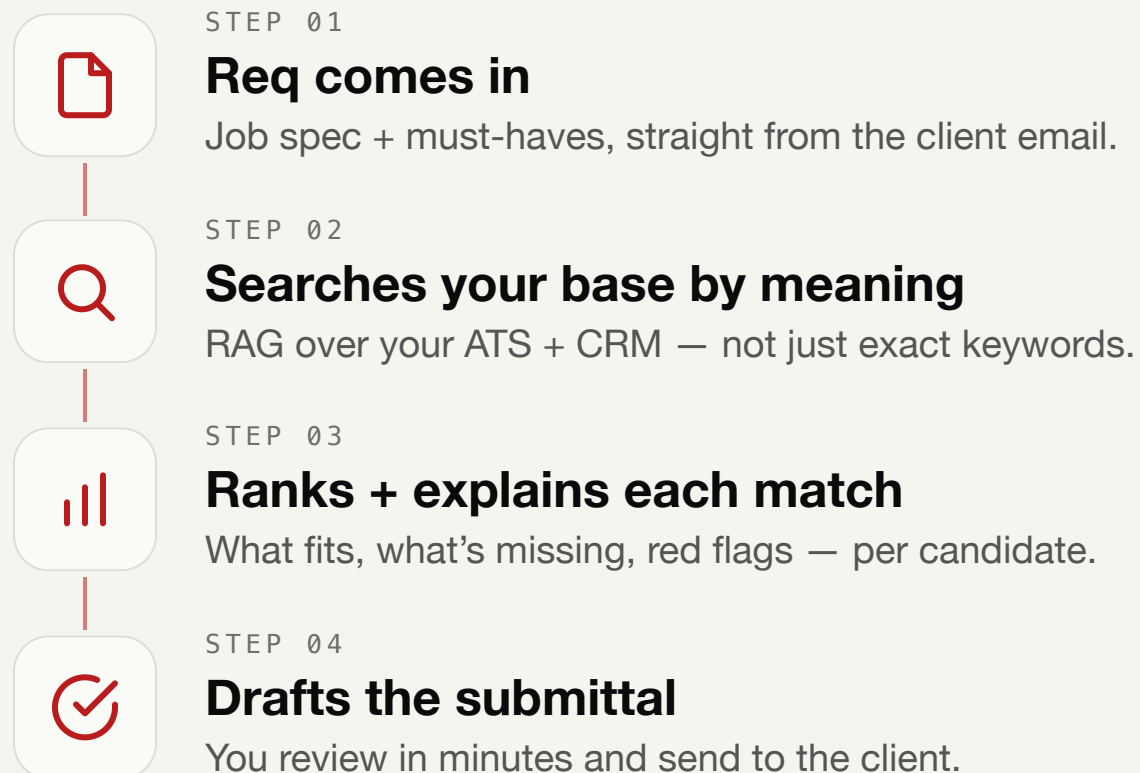
- THE FIX

The agent tracks every assignment end-date and opens the redeployment chat 2–3 weeks out, matching them to live reqs automatically.

REDEPLOYMENT +53% WHEN AUTOMATED [BULLHORN 2024] · VS \$4,129 COST-PER-FRESH-HIRE [SHRM 2024]

HOW ONE REQ FLOWS THROUGH THE AGENT

REQ IN → SHORTLIST OUT.



Honest version: a human still approves every submittal. The agent removes the 8 hours of reading — not the judgement.

SAVE THIS SLIDE

4 LEAKS → 4 FIXES.

01 ~~Re-sourcing on LinkedIn~~ → Agent searches your own base first

02 ~~8-hour manual screen~~ → Ranked shortlist in 10–15 min

03 ~~Candidate ghosted, gone~~ → Reply in minutes, 24/7

04 ~~Missed redeployment~~ → Auto-tracked end-dates

Every number on these slides is sourced. Bullhorn figures are vendor data – treat as directional, not gospel.

WHEN RE-SOURCING YOUR OWN BASE STOPS MAKING SENSE

WANT THIS ON YOUR **ATS?**

Book a 30-min audit of your database. We'll show what a RAG agent surfaces from candidates you already have — no pitch.

→ agencyforma.com

→ hello@agencyforma.com

↗ SAVE & SEND THIS TO YOUR TEAM