

WORKFORCE STRATEGY — INSIGHT BRIEF

Time-to-fill in 30 days: *what it actually takes.*

Most programs report 40–60 day time-to-fill and treat it as fixed. It isn't. Thirty-day fill is four operational disciplines, not better technology, and most of the gap sits with the hiring org, not the supplier.

Intake Quality

Sourcing Parallelism

Decision Velocity

Offer Hygiene

The 12-Day Gap

\$1.3M / 200 roles

The twelve-day *gap.*



Industry average per the SHRM Human Capital Benchmarking Report. Thunderhawk figure reflects target time-to-fill, not a guarantee. Top-decile partners run 30-day fill on most role types, through discipline, not technology.

The four *disciplines.*

Intake quality

A 30–60 min structured intake before sourcing: must-haves vs. nice-to-haves, real fit, comp and criteria agreed up front. **60 minutes saves 7–10 days of mis-sourcing.**

Decision velocity

Calendar time blocked for active reqs; decision rights pushed down; pause the req if interviews slip. Top-decile compresses submit → interview from 6 days to 2.

Sourcing parallelism

Multiple channels at once, candidate streams reviewed in parallel, feedback inside defined windows. **Trap:** sequential handoffs and a single weekly review meeting.

Offer hygiene

Comp agreed in intake, letter within 24 hours, checks run in parallel, start-date handled by someone with authority. **Trap:** a two-week wait that invites a counter-offer.

The cost of *slow.*

\$1.3M

Annual opportunity a 200-role program recovers by closing the gap. At a \$200K loaded role, every unfilled day costs ~\$550. Twelve days is **\$6,600 per req**, over **\$1.3M a year**, and it's a floor. Faster fills also win stronger candidates.

What 30 days *looks like.*

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| Day 0 Intake call; sourcing begins. | Day 12 Second-round interviews complete. |
| Day 2 Shortlist of three presented. | Day 15 Final interview; decision made. |
| Day 4 All three reviewed; interviews set. | Day 18 Offer delivered and accepted. |
| Day 8 First interviews complete. | Day 30 Candidate starts. |

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