



Top 10 Hiring Gaps 2025

A Boardroom Playbook for Faster Hiring

A Data-Driven Report for HR Leaders & Talent Executives

2025 Edition



Introduction

Every December, hiring turns into a pressure cooker. Vacancies pile up, recruiters drown under triple the usual workload, and candidates stall until bonuses clear. What looks like a talent problem is actually a chain reaction – approvals stalling, recruiters overstretched, and offers collapsing under pressure.

Year-end is the stress test. Hiring pipelines that may function tolerably in calmer months often buckle in December. Requisitions are approved too late to build adequate candidate slates, recruiters face heavier volumes just as teams wind down for holidays, and candidates hesitate to change roles before annual bonuses are paid.

The fallout? Declines spike, time-to-fill stretches, and critical gaps spill into January – leaving enterprises to start the new year already running behind.

Recent benchmarks show the scale of the challenge. Half of organizations still run hiring in reactive, just-in-time mode, and only 5% describe their talent acquisition as top quartile. Recruiter workloads have surged: a median of 20 concurrent requisitions per recruiter, rising to 50 to 60 in large enterprises, with nearly three times more applications per role than in 2021. Costs are diverging even as non-executive hiring becomes more efficient.

and executive cost-per-hire has surged to \$10,625, more than double its level eight years ago. Most concerning is the fragility of final mile conversion. Offer acceptance rates hover at just 56%, and nearly one in five new hires leave during probation, eroding productivity and morale.

These are not marginal inefficiencies. [SHRM](#) estimates each vacancy costs an enterprise around \$27,000 per month in lost productivity. Across dozens of open roles, the cumulative effect is material – missed revenue targets, delayed projects, and weaker positioning as the new year begins.

This report examines the **Top 10 hiring gaps** most likely to undermine year-end performance. Each is defined, quantified, and paired with actionable solutions drawn from leading research and practitioner insights. Together, these findings provide leaders with a clear, data-driven roadmap to stabilize hiring at the moment it matters most.

The Year-End Crunch in Numbers

51%
reactive hiring

20–60
requisitions per recruiter

56%
offer acceptance

\$10,625
executive cost-per-hire



\$27,000
lost productivity per vacancy,
per month (SHRM, 2025)



The Year-End Hiring Crunch

As Q4 unfolds, recruitment pipelines show stress fractures that carry real business consequences. Approvals lag, recruiter capacity is stretched, leadership hires consume disproportionate resources, and final offers fail at an alarming rate. Together, these patterns form the “year-end hiring crunch” – a structural challenge that organizations cannot ignore.

Where Hiring Pipelines Break

Reactivity over readiness

51% of organizations still run on a just-in-time model, leaving pipelines unprepared for end-of-year surges. Only 5% describe their talent acquisition function as “top quartile.”

Overloaded recruiters

Median load sits at 20 concurrent requisitions per recruiter, but spikes to 50–60 in large firms. Applications per role have nearly tripled since 2021, further slowing throughput.

Escalating executive costs

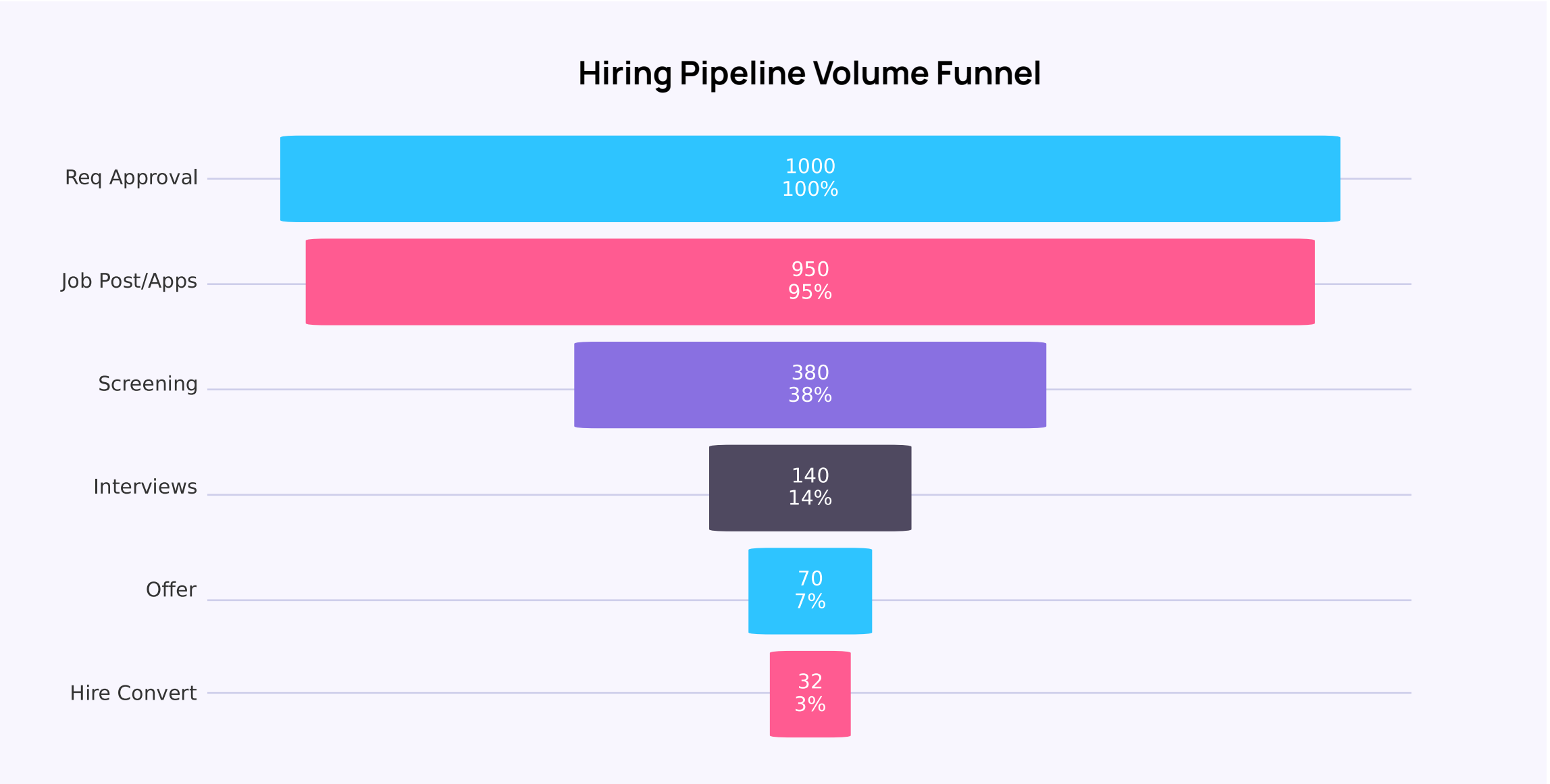
Non-executive hires average \$1,200, yet executive hires now cost \$10,625 – a 113% increase since 2017. Leadership positions essential for growth are the hardest and costliest to fill.

Fragile final mile conversion

Offer acceptance rates hover at 56%, with 18% of new hires exiting during probation. In Europe, overall hiring “success” – acceptance plus retention – is just 46%.

Experience as the differentiator

Positive candidate journeys increase referral willingness by 56%; asking for feedback drives a 126% lift. With referrals comprising 20–40% of hires, poor experiences weaken a vital channel.



“Every stage of the funnel shows a measurable leak – from approval bottlenecks to offer declines. By year-end, these inefficiencies cost enterprises millions in missed productivity and revenue.”



Where does hiring break down in Q4?



46%
Delayed approvals
(HR Monitor 2025)

42%
Increase in interview stages
since 2021 (SHRM 2025)

50–60
Reqs per recruiter in large firms
(Gem Benchmarks, 2025)

56%
Offer acceptance rate
(McKinsey HR Monitor 2025)

18%
New hire exits during probation
(McKinsey HR Monitor 2025)



Implications for Business Leaders

Every unfilled role costs enterprises an estimated **\$27,000 per month in lost productivity**. At year-end, these costs compound: delayed sales hires mean missed revenue, unfilled tech roles stall projects, and leadership vacancies slow strategic execution. The crunch is not only a talent risk — it is a financial liability.

Category	2017 Cost	2025 Cost	Change	Trend
Executive roles	\$4,994	\$10,625	↑ +113%	▲ Rising sharply
Non-executive roles	\$1,666	\$1,200	↓ -27%	▼ Declining

“While efficiencies have lowered the cost of hiring for most roles, executive recruitment has more than doubled in cost since 2017 — widening the gap and intensifying budget scrutiny.”

Recruiter Load by Organization Size (2025)

Organization Size	Median Concurrent Requisitions per Recruiter	Notes / Implications
Overall Median	20 reqs	Sustainable only with strong tech and automation.
Large Firms	50 reqs	Recruiters juggle ~2.5× the median, risking slower screening and missed candidates.
Extra-Large Firms	60 reqs	Capacity stretched to breaking point; approvals and interviews take nearly 2× longer than smaller firms.

Source: SHRM Recruiting Benchmarks Report, 2025

“Recruiter workloads have surged in scale: while the overall median sits at 20 concurrent requisitions, larger organizations ask recruiters to manage 50–60 simultaneously. This overload not only slows throughput but also drives higher candidate drop-off rates during critical year-end hiring cycles.”

Executives say insufficient conversion at the final mile is the **#1 barrier** to year-end growth in 2025.

Offers declined, candidates lost in probation, and weak close-rates are costing enterprises millions at the point of hire.



Top 10 Hiring Gaps Hurting Year-End

Every year-end acts as a magnifying glass for recruitment systems. What may appear as small inefficiencies in quieter quarters become amplified in December, when requisitions bunch up, deadlines tighten, and candidate availability shrinks. It is in this window that hiring gaps stop being process issues and become business risks — visible in missed revenue, delayed projects, and leadership teams beginning January understaffed. These breakdowns are not one-offs; they’re seasonal déjà vu. The same cracks appear every December, year after year, deciding whether an organization closes its books with momentum — or drags unresolved vacancies into the next cycle.

The following ten gaps represent the most critical fault lines in year-end hiring — the ones that consistently drive up costs, slow conversion, and weaken organizational performance at the very point where precision is most needed.

“Executives say final mile hiring failures are the most immediate barrier to hitting year-end targets.”

Which hiring gaps matter most for outcomes?



The 10 Critical Gaps

1. Reactive hiring practices

Half of organizations still rely on just-in-time hiring, reacting to vacancies only when they become urgent. This leaves pipelines empty at the moment when demand peaks, forcing rushed approvals and thin candidate slates.

2. Recruiter overload

Recruiters now manage a median of 20 concurrent requisitions, but in large enterprises this climbs to 50–60 simultaneously. Heavy workloads stretch response times, slow feedback to candidates, and contribute to a rise in offer declines.

3. Executive hiring cost spiral

While non-executive cost-per-hire has declined modestly to \$1,200, executive hires have surged to \$10,625 — more than double 2017 levels. The widening gap signals both higher budget exposure and slower cycle times for critical leadership roles.

4. Offer acceptance fragility

Acceptance rates hover at just 56%, with nearly one in five new hires exiting during probation. This fragile final mile means organizations often invest in sourcing and interviews, only to restart the process when offers are declined or early attrition occurs.

5. Interview bottlenecks

Interviews per hire have increased by 42% since 2021, resulting in longer decision cycles. Longer processes risk disengaging candidates who already have multiple competing offers in the market.

6. Sourcing inefficiencies

Inbound channels generate 49% of applications but result in just 24.6% of hires. Outbound sourcing, by contrast, is five times more effective, highlighting the cost of over-reliance on volume rather than precision.



7. Underused internal mobility

Two-thirds of roles are still filled externally, despite talent already existing within the enterprise. Overlooking mobility not only inflates cost-per-hire but also undermines retention and employee engagement.

8. Weak workforce planning

Most organizations still plan only operationally; just 12% in the US look 3–5 years ahead. Without stronger workforce planning, firms remain reactive to demand spikes, rather than building skills pipelines in advance.

9. Candidate experience erosion

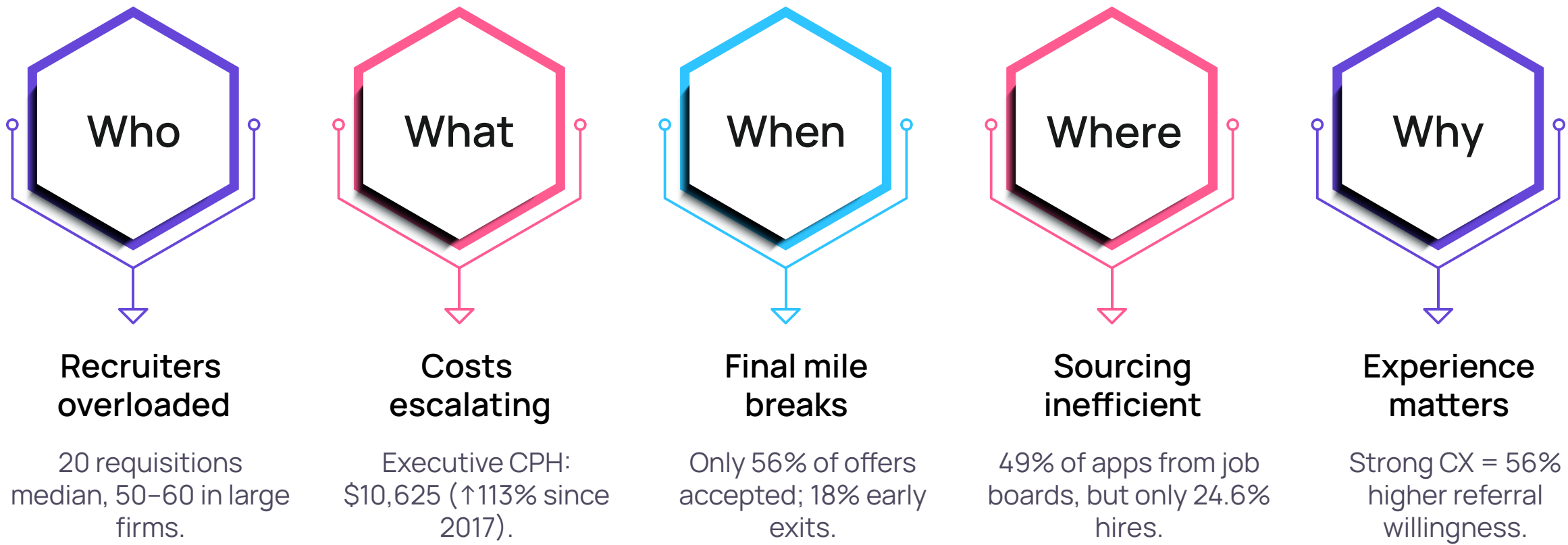
Candidates who report intense experiences are 56% more likely to refer others, and when feedback is requested, their willingness to refer rises by 126%. Neglecting this dimension closes off one of the most effective channels: referrals, which account for 20–40% of hires.

10. Talent Acquisition maturity (TA maturity) and metrics gap

Only 5% of talent acquisition functions describe themselves as “top quartile.” Many lack consistent measurement of quality-of-hire or funnel conversion, leaving executives blind to where year-end hiring actually fails.

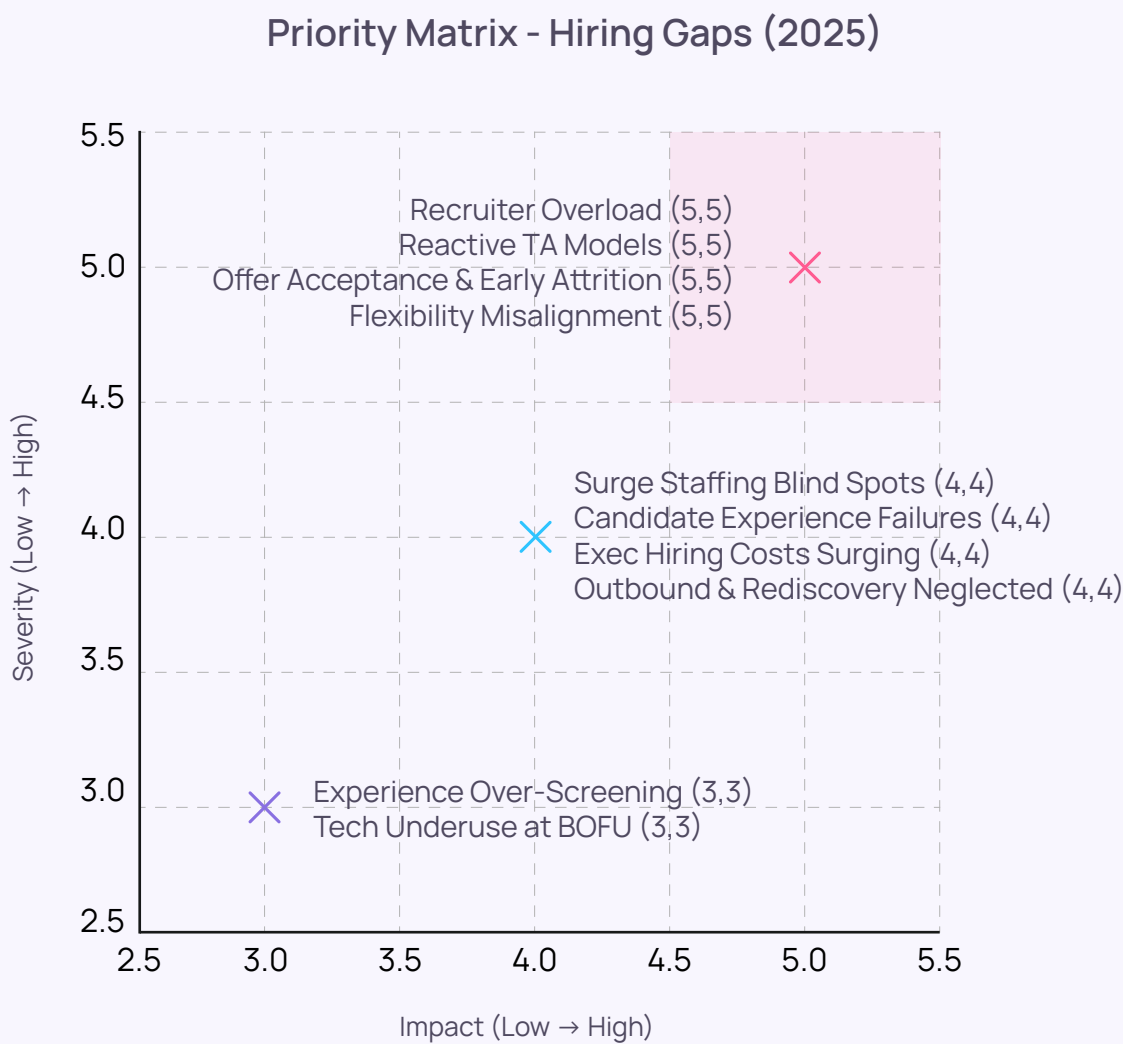
Implication

What these ten gaps make clear is that year-end hiring challenges are systemic rather than circumstantial. They cut across industries, geographies, and company sizes, revealing common vulnerabilities that compound under pressure. Left unaddressed, they drain productivity at the most pivotal time of the year, when financial performance, project delivery, and strategic execution are all on the line. The data is unambiguous: every unfilled role costs enterprises around \$27,000 per month in lost productivity (SHRM, 2025). Offer acceptance rates sit at just 56%, and nearly one in five new hires exit during probation – meaning that half of the investment made in sourcing and interviewing is lost at the final mile (McKinsey HR Monitor, 2025). Yet the evidence also shows these gaps are not intractable. Organizations that invest in better planning, stronger recruiter enablement, targeted sourcing, and improved candidate experiences see measurable improvements in cost, speed, and quality of hire. Closing even a few of these gaps can create disproportionate returns: higher acceptance rates, shorter time-to-fill, and lower executive hiring costs. As leaders look to finish 2025 strong, the imperative is clear – identify where these gaps exist in your funnel, act decisively to fix them, and ensure that hiring is no longer a year-end liability but a competitive advantage.



Priority Matrix

Where Year-End Hiring Breaks First



“The Priority Matrix makes clear where to focus first: four gaps (Recruiter Overload, Offer Fragility, Reactive Models, Flexibility Misalignment) sit in the danger zone – high impact and high severity. These are the non-negotiable fixes leaders must act on before year-end.”



Breaking Down the Gaps by Dimension

The ten hiring gaps can be boiled down into three forces that decide whether year-end hiring holds or breaks: **Capacity, Conversion, and Capability**. Together, these dimensions cut across industries and geographies, exposing the systemic cracks in how organizations plan, execute, and measure their talent strategies.

Viewing the gaps through these lenses shows that year-end breakdowns are not isolated “HR problems” but deeply embedded enterprise challenges. They expose the limits of recruiter bandwidth, the fragility of candidate conversion, and the lack of long-term workforce planning. Together, these dimensions offer leaders a practical map of where to intervene and what to prioritize if they want to close 2025 on a strong footing.



Capacity

“I have the people to deliver.”

Recruiter bandwidth is at a breaking point. Median requisition loads now sit at **20 concurrent per recruiter**, but large and extra-large firms stretch that number to **50–60 simultaneously**. Since 2021, requisition loads have risen by **56%**, while approval cycles in the largest organizations take nearly **twice as long** as smaller peers ([SHRM, 2025](#)).

These strains create a ripple effect: candidate slates are delayed, screening takes longer, and promising profiles are lost due to slow engagement. Without additional recruiter support, technology augmentation, or streamlined approval governance, capacity gaps will continue to widen — and by Q4, they become acute choke points in nearly every enterprise.



Conversion

“I can close the hire.”

Final mile hiring remains the most fragile link. Offer acceptance sits at **56%**, and nearly **one in five hires exit during probation**. Interviews per hire have climbed **42% since 2021**, elongating decision cycles at a time when candidates face multiple competing offers. In Europe, overall “hiring success” — acceptance plus retention beyond probation — is just **46%**, underscoring how much effort is wasted at the end of the funnel. This conversion fragility translates directly into business costs: lost revenue opportunities, leadership vacancies left open, and project delays. Closing conversion gaps requires not only faster decision-making but also stronger candidate experience design, competitive offers, and structured onboarding that reduces early attrition.



Capability

“I can sustain and scale.”

Structural weaknesses prevent most organizations from building hiring resilience. Despite mounting skills shortages, **two-thirds of roles are still filled externally**, bypassing internal talent that could be redeployed faster and at lower cost. Workforce planning remains reactive: **73% of firms** only plan operationally, while just **12% of US organizations** extend projections three to five years ([McKinsey](#), HR Monitor 2025). Maturity remains low: only **5% of TA functions** globally describe themselves as “top quartile,” with the majority lacking consistent measures of quality-of-hire or funnel health. Without building capability — through skills mapping, mobility programs, and advanced analytics — organizations will continue to lurch from one hiring crunch to another, instead of anticipating and preventing them.



Every vacancy costs an enterprise \$27,000 per month in lost productivity. Multiplied across dozens of unfilled roles, capacity, conversion, and capability gaps represent millions in foregone revenue at year-end.

Analyzing the ten hiring gaps through the lens of Capacity, Conversion, and Capability reveals the systemic nature of year-end breakdowns. Recruiters hit breaking point, final mile funnels buckle, and organizations underfund the very planning and metrics that could stop the cycle. By Q4, small cracks explode into craters — budgets contract, talent battles intensify, and the financial drag becomes unavoidable. But the path forward is clear: by diagnosing where each organization sits across these three dimensions, leaders can prioritize high-impact fixes — boosting recruiter support, accelerating candidate decisions, and embedding long-term workforce planning. The following pages translate these dimensions into a **Conversion Impact Dashboard** that quantifies the true cost of leaks and pinpoints where intervention yields the fastest return on investment.



The Conversion Impact Dashboard

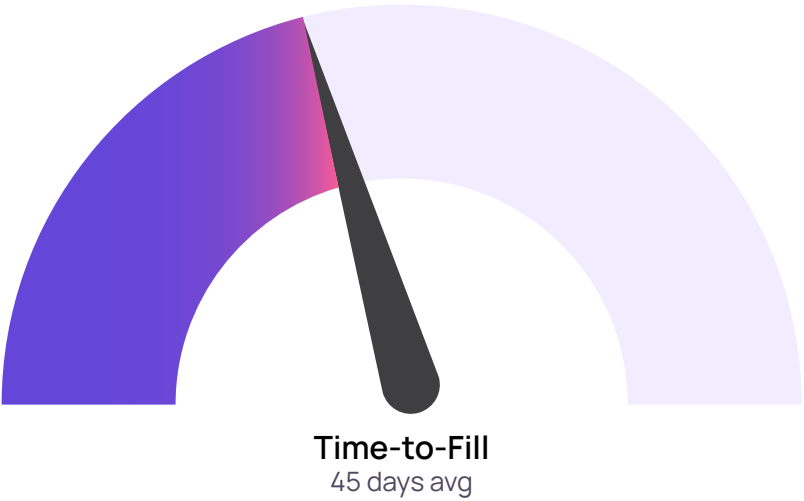
Hiring gaps translate directly into lost productivity, slower revenue, and delayed execution. Yet leaders often underestimate the cumulative cost. A vacancy is not just an open headcount; it is a measurable drag on performance. Benchmarks indicate that unfilled roles result in an average monthly loss of \$27,000 in productivity for an enterprise. When multiplied across dozens of open positions at year-end, the financial exposure quickly escalates into the millions.

The dashboard below illustrates how key conversion metrics break down in practice – from time-to-fill and recruiter workload to offer acceptance and referral contribution. Together, they reveal the hidden cost of leaks in the funnel and where intervention delivers the fastest return.



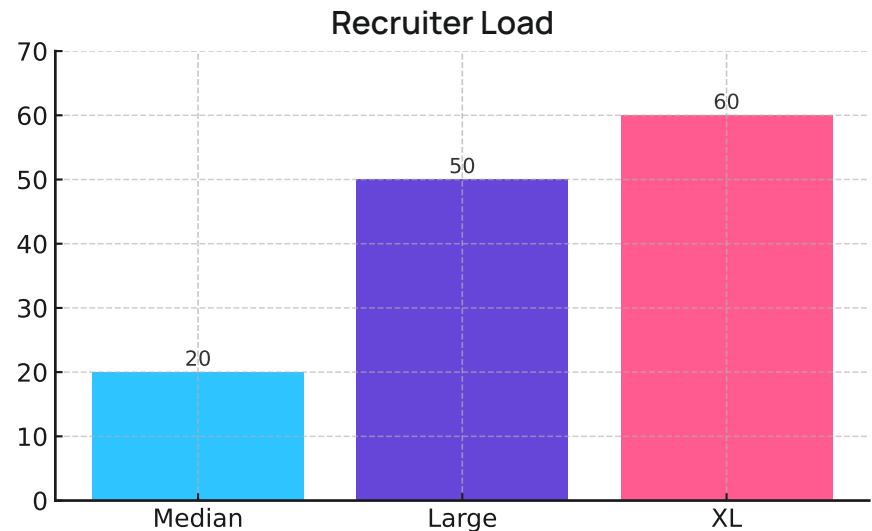
Time-to-Fill

- Average: **45 days** (exec and non-exec).
- Longer in XL firms due to approval/interview delays (~61 days).



Recruiter Workload

- Median: **20 requisitions** per recruiter.
- Large firms: **50–60 requisitions**, stretching bandwidth.



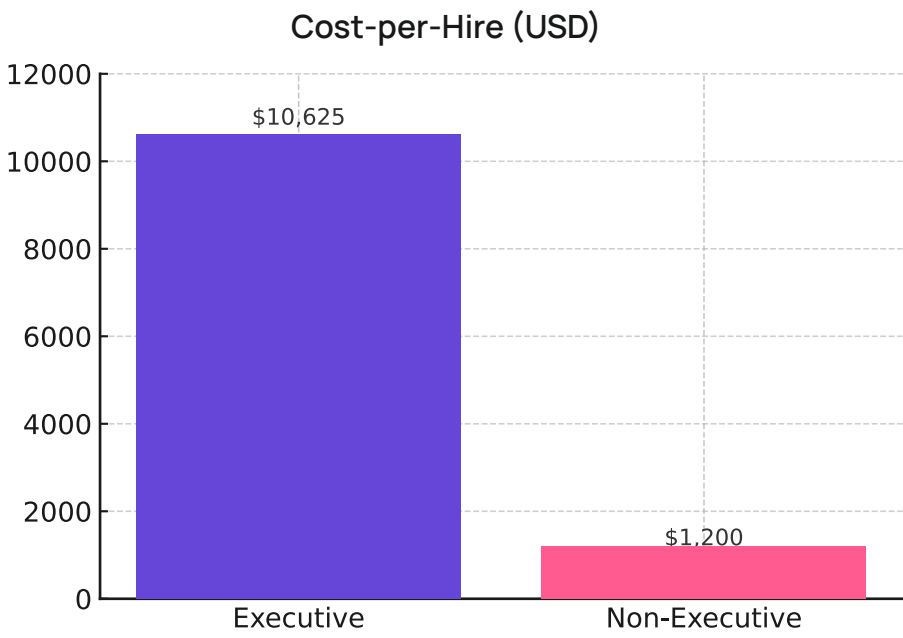
Offer Acceptance

- Global average: **56% acceptance**.
- Attrition: **18% of new hires** exit during probation.



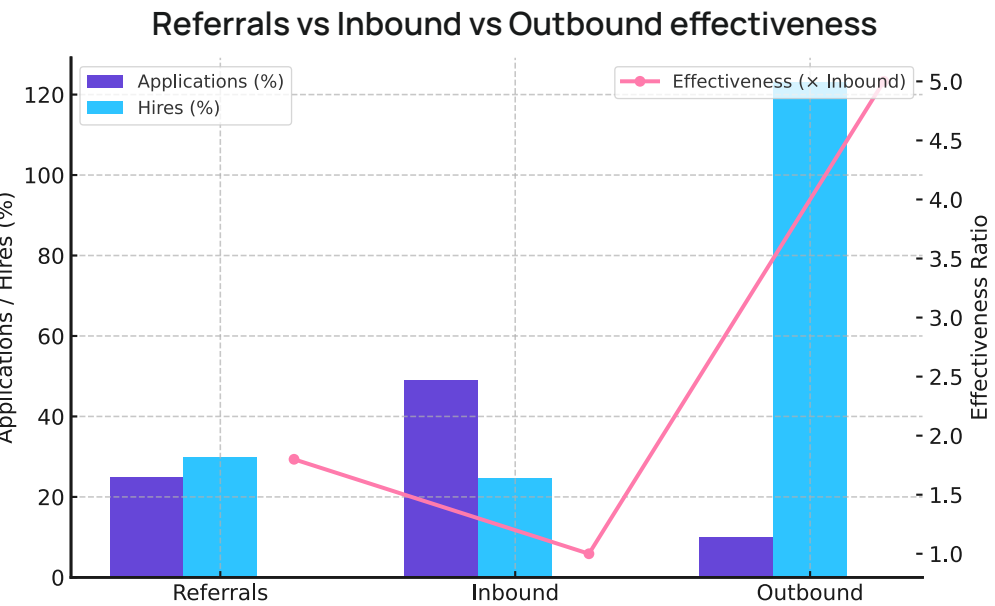
Executive Cost-per-Hire

- \$10,625 per hire (↑113% since 2017).
- Non-executive cost-per-hire: \$1,200 (↓27%).



Referrals vs Inbound

- Referrals: **20–40% of hires**, highest quality channel.
- Inbound job boards: 49% of applications but just 24.6% of hires.
- Outbound: **5× more effective** than inbound sourcing.



“Every day a critical role remains open = \$900 lost per employee, per day. Across 30 vacancies, that’s \$24,000 daily.”

The conversion impact dashboard makes one fact clear: hiring inefficiencies are not abstract; they are quantifiable. Every slow approval, every drawn-out interview cycle, and every declined offer has a direct dollar value attached. By tracking these metrics in real time – and acting on the outliers – organizations can transform hiring from a cost center into a performance driver. Leaders who treat these leaks as strategic risks, rather than HR inconveniences, will close Q4 stronger and enter 2026 with a decisive advantage.

Scenario Impact: What If the Gaps Were Fixed?



Hiring gaps are not abstract problems buried in HR metrics — they have a direct and measurable impact on enterprise performance. Every slow approval, every rejected offer, every overloaded recruiter translates into delayed projects, missed revenue opportunities, and higher operational costs. Yet, most organizations rarely quantify the upside of fixing these leaks.

Scenario modeling offers a clear view of what’s at stake. By asking a simple question — **what if we improved offer acceptance, reduced recruiter load, increased referrals, or brought executive hiring costs under control?** — Leaders can see the financial and operational impact in concrete terms. These “what if” fixes reveal how small shifts in hiring efficiency compound into significant returns, turning what feels like incremental progress into six- or seven-figure value gains.

For HR leaders preparing for year-end, this modeling underscores a critical point: closing hiring gaps is not just about making the TA function more efficient — it is about protecting enterprise productivity and ensuring the business enters 2026 with momentum rather than drag.

Scenario 1

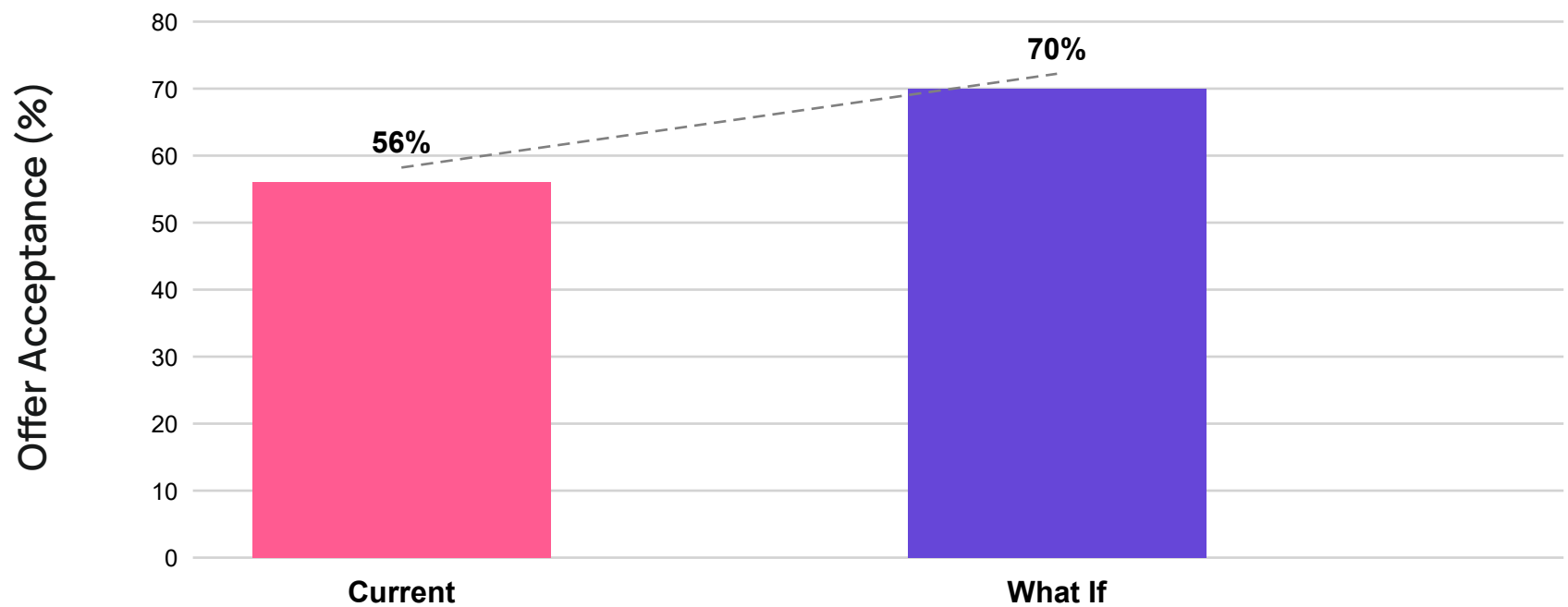
What if Offer Acceptance Rose from 56% → 70%?

Today, only a little more than half of the offers made to candidates are accepted. This means that nearly one in two offers is either declined outright or lost to a competing employer. Each declined offer forces recruiters to restart the search, adding weeks of delay and thousands of dollars in wasted effort.

If acceptance rates improved from 56% to 70%, the gains would be substantial. For every 100 offers extended, 14 more candidates would accept, filling roles faster and preventing revenue loss tied to prolonged vacancies. In a typical mid-sized organization, this translates to several dozen roles secured more quickly, ensuring critical teams remain fully staffed when year-end demand peaks.

Impact Highlights

- **14 additional hires** secured per 100 offers extended.
- Faster onboarding of talent into revenue-critical roles.
- **\$378,000 in annual productivity preserved** (assuming ~\$27K lost per vacancy per month).



Calc: 100 offers × (70% – 56%) = 14 additional hires. Time-to-value assumes each incremental hire closes a one-month vacancy at \$27,000 per role-month → \$378,000.



Scenario 2

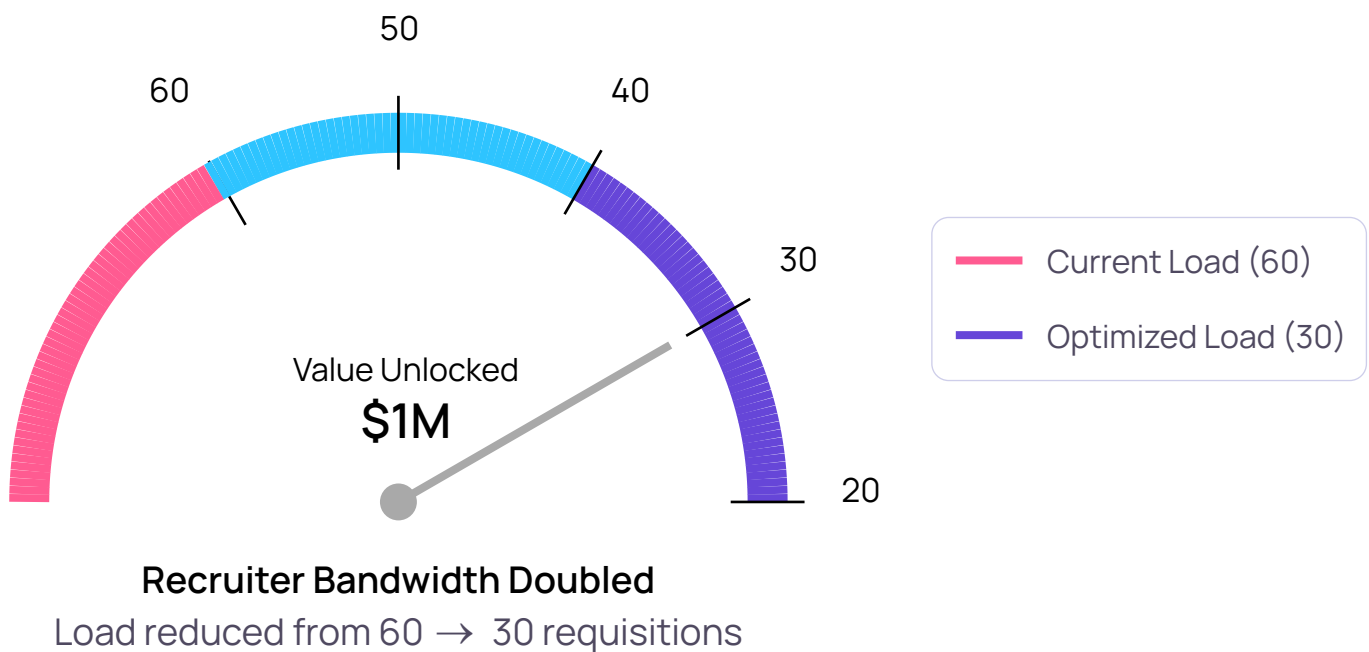
What if Recruiter Load Dropped from 60 → 30 Requisitions?

Recruiter overload is one of the biggest hidden bottlenecks in hiring. In large and extra-large organizations, a single recruiter can be juggling 50–60 open roles at once. With that kind of load, it is difficult to give candidates timely feedback, keep interview cycles moving, and maintain a positive candidate experience. The result is longer hiring cycles and higher candidate drop-off rates.

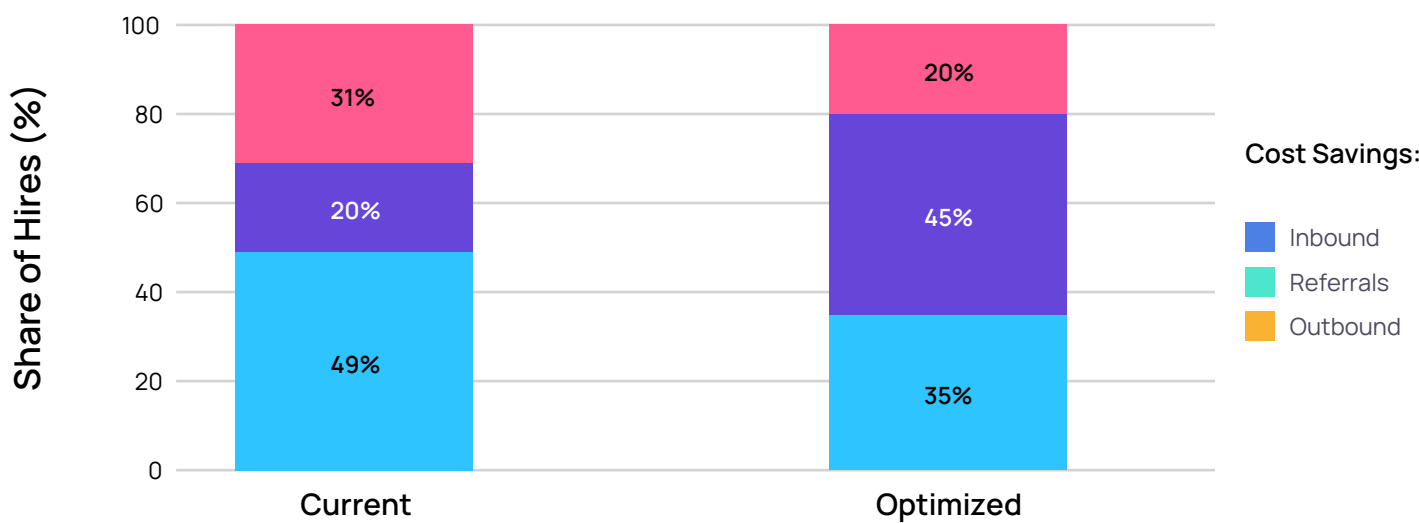
Cutting recruiter load from 60 to 30 requisitions is not hypothetical. Benchmarks show it shrinks time to fill by 15 to 20 days. Multiplied across dozens of roles in Q4, the modeled gain is about \$900K across 50 roles, which we round to ~\$1M in the visual for readability using a vacancy cost of \$27,000 per month.

Impact Highlights

- Recruiter bandwidth effectively **doubles**.
- Candidate drop-offs reduced by ~20%.
- Modeled range: \$675K–\$900K in productivity preserved across 50 roles.



Hiring Sources – Current vs Optimized



Scenario 3

What if Referrals Increased by 25%?

Referrals are consistently one of the highest-quality and most cost-effective sources of talent. They convert at nearly **2× the rate** of inbound job boards and produce hires who stay longer and perform better. Yet, many organizations underutilize this channel – relying heavily on inbound applications that make up **49% of volume but only 24.6% of hires**.

If referral hiring increased by just **25%**, the impact would be immediate. More roles would be filled faster, with stronger candidates who are more likely to stay. At the same time, dependence on agencies and paid advertising would shrink, directly lowering cost-per-hire. For every 100 hires, a 25% increase in referrals could replace dozens of externally sourced hires, saving **\$5,000–\$7,000 per role** in agency and ad spend.

Impact Highlights

- Referrals increased by 25% = **higher-quality hires** and faster time-to-fill.
- Agency reliance reduced by 15–20%.
- **\$125K–\$175K in annual savings** across 100 hires.

Scenario 4

What if Executive Cost-per-Hire Declined by 20%?

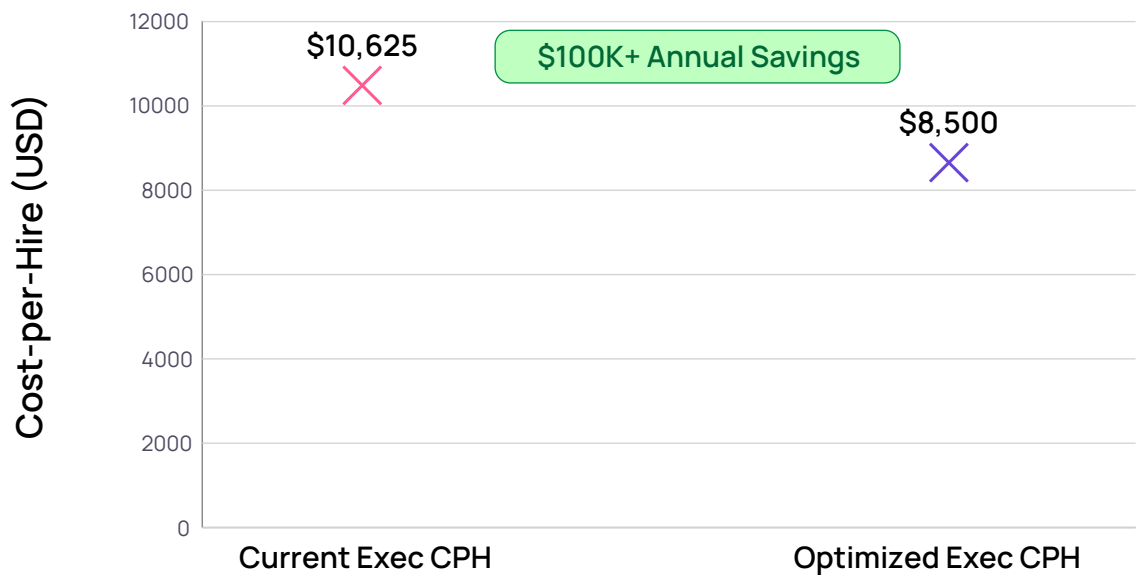
Executive hiring has become one of the costliest areas in talent acquisition. While the average cost-per-hire across all roles is around **\$1,200**, executive hires have surged to **\$10,625** – a 113% increase since 2017 ([SHRM, 2025](#)). These costs reflect the reliance on agencies, lengthy interview cycles, and competitive compensation negotiations. For organizations hiring dozens of leaders each year, the financial exposure is significant.

Reducing executive cost-per-hire by even **20%** would unlock substantial savings. Bringing the average down to **~\$8,500 per hire** would free over **\$2,100 per executive hire**. Across 50 leadership roles, this equates to more than **\$100,000 saved annually** – capital that can be reinvested into recruiter support, technology, or workforce planning.

Impact Highlights

- **\$2,125 saved per executive hire**.
- Over **\$100K in annual savings** across 50 executive hires.
- Faster and more efficient hiring cycles with reduced agency reliance.

Executive Cost-per-Hire – Current vs Optimized



The Executive Lens: Priorities, Pressures, and Proof

Executives no longer debate whether talent matters – it’s the currency they count, the oxygen they measure, and the fuel they expect HR to deliver under scarcity and spotlight. Hiring gaps that might have been tolerated in the past are now unacceptable, because their impact is direct: lost productivity, stalled growth, and eroded confidence in leadership. The executive lens is sharp, and the pressure on HR and TA leaders is unrelenting.



Top Executive Priorities (2025)

- **Critical talent is the #1 agenda item.** One in three executives identifies it as their most urgent business risk ([SHRM Executives Report, 2025](#)).
- **Redesigning skills and strengthening people managers' top HR global agenda.** Enterprises are pivoting to ensure leaders are equipped for new work models ([Mercer 2025](#)).
- **Efficiency with less” is the new mandate.** 84% of executives expect faster outcomes with tighter budgets, leaner teams, and stricter ROI thresholds ([Mercer 2025](#)).

Implication: Leaders are aligning talent directly with enterprise survival and growth. There is no tolerance for inefficiency in how critical roles are filled

What are executives prioritizing in 2025?

33%	Recruiting critical talent (SHRM Executive Priorities Report, 2025)
Top 3	Skills redesign & people manager capability (Mercer 2025 Talent Agenda)
84%	Efficiency with less: executives demanding productivity under tighter budgets (Mercer Global Talent Trends 2025)
113%↑	Executive cost-per-hire surge since 2017 (SHRM, 2025)
5%	Recruiting critical talent (SHRM Executive Priorities Report, 2025)

The Benchmark Reality Check

- **Cost-per-hire is diverging.** Non-exec roles average **\$1,200 per hire** (↓27% since 2017), while executives now cost **\$10,625 per hire** (↑113%).
- **Recruiter capacity is maxed out.** Median load = **20 requisitions**, but large firms demand 50, and extra-large firms push to 60.
- **Final-mile failures persist.** Just **56% of offers are accepted**; **18% of new hires exit in probation** (McKinsey HR Monitor, 2025).
- **Maturity is dangerously low.** Only **5% of TA functions are top quartile** (HR.com 2025).

Implication: Benchmarks reveal not incremental shortfalls, but structural weaknesses that directly contradict executive priorities.

At the point of executive decision-making, credibility depends on linking hiring outcomes to cost, risk, and speed. When recruiter overload collides with soaring executive hiring costs, boards question the sustainability of the TA function. When offer acceptance collapses, leadership confidence erodes. And when only 5% of functions are top quartile, the majority of organizations struggle to convince executives they can scale hiring to meet strategy.

Implication: Unless HR leaders close these disconnects, final-stage conversions stall. The executive lens turns gaps into deal-breakers.



The Future Outlook: Building Resilient Hiring for 2026 and Beyond

The outlook for 2026 is not about patching the cracks of 2025; it's about reengineering how organizations compete for talent in the years ahead. As boards and executives demand measurable outcomes, three imperatives are emerging as the cornerstones of resilient hiring for 2026 and beyond: **skills-first design, AI-enabled efficiency, and enterprise maturity.**

Eximius' analysis shows that organizations embedding these practices not only hire faster but also deliver stronger revenue impact and higher employee trust. The future of hiring will belong to leaders who rebuild systems to thrive under pressure, not just repair leaks when they appear.

113% ↑
Exec cost-per-hire surged to \$10,625 since 2017; non-exec declined 27% to \$1,200 (SHRM 2025).

3x heavier loads
Recruiters manage 50–60 requisitions in large firms vs. 20 median (SHRM 2025).

56% offers accepted
But 18% exit in probation, leaving net hiring success at just 46% (McKinsey HR Monitor 2025).

5% top quartile
Only 5% of TA functions are “top quartile” despite tech adoption (HR.com 2025).

01 Skills-First is the New Competitive Edge

- In 2026, organizations redesigning around skills, not static jobs, will be 2.1× more likely to meet critical role demands (Mercer 2025).
- Internal mobility programs are expected to cut time-to-fill by up to 35%, unlocking capacity without external spend.
- Expect skills-first mobility to become the default blueprint in 2026, as enterprises race to align talent pipelines with rapidly evolving needs

2.1x Skills-First
Faster role coverage, higher agility.

02 AI is Rewriting Hiring Efficiency

- By 2026, AI-native hiring will shift from pilot to mainstream. Firms already using AI-enabled screening report recruiter productivity gains of 40% (Aspect43 2025).
- Companies adopting generative AI for scheduling and candidate engagement are 2.4× more likely to improve acceptance rates (HR.com 2025).
- As adoption accelerates in 2026, platforms like Eximius will set the pace by integrating parsing, matching, and engagement into a single workflow — cutting weeks off the hiring cycle.

2.4x AI Efficiency
Improved conversions, reduced workload.

03 Enterprise Resilience Rests on Talent Acquisition maturity (TA maturity)

- As 2026 unfolds, only firms that invest in Talent Acquisition maturity will prove resilient.
- Resilient firms are already 1.9× more likely to have HR advising executives on human capital risks, 2× more likely to empower decision-making locally, and 1.4× more likely to maintain adaptable pipelines (Mercer 2025).
- Yet today, only 5% of TA functions qualify as top quartile (HR.com 2025). Without scaling maturity, most organizations risk repeating the same breakdowns at every year-end.

1.9x TA Resilience
Strategic partnership with the C-suite.

Eximius Report 2025: The future of hiring will not be written by organizations that patch gaps — but by those that redesign systems. By embedding skills-first design, AI-native efficiency, and enterprise maturity, leaders can turn today’s vulnerabilities into tomorrow’s resilience.



Hiring gaps are not just an HR challenge — they are a leadership challenge.

Organizations that act with urgency to fix their leaks, professionalize their TA functions, and embrace skills-first and AI-native practices will secure not only talent but also resilience, growth, and competitive edge.

Eximius partners with enterprises to make hiring **faster, fairer, and future ready**.

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About Eximius

Eximius is an enterprise-grade hiring automation platform built by industry veterans to modernize and accelerate recruitment at scale. Leveraging advanced AI, contextual decision intelligence, and seamless integrations across ATS, VMS, HRIS, and job boards, Eximius enables talent teams to instantly source, engage, screen, and submit top-fit candidates. Purpose-built for high-volume hiring, Eximius delivers unmatched precision, speed, and operational efficiency across the hiring lifecycle.



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