Valenco

Hiring cycle times for IT services sales & senior delivery roles in the USA – Valenco (www.valencoinc.com) candidates
May 2013 – Dec 2022

In 2020 – 2022, the average number of interviews for selected candidates before they went into HR discussions – 3.2

Section 1 – Hiring cycle – four milestones

1. From the day Valenco submitted a candidate - Number of days to get a first response

2013 - 2019	2020	2021	2022	Last 3-year average
5.1	4.3	6.6	6	5.6

2. Number of days taken to conduct the first interview from date of initial submittal

2013 - 2019	2020	2021	2022	Last 3-year average
8.9	6.7	8.9	11	9

3. Number of days taken to receive an offer from the day of initial submittal

2013 - 2019	2020	2021	2022	Last 3-year average
51	38	37	37	37

4. Number of days from offer to joining

2013 - 2019	2020	2021	2022	Last 3-year average
26	17	18	25	23

Section 2 – Fitment of Valenco's candidates to the roles which they were submitted for

1. Screen pass rate - % of candidates submitted by Valenco which were shortlisted for interviews

2013 - 2019	2020	2021	2022	Last 3-year average
85%	89%	81%	78%	83%

2. 1st interview success - % of candidates submitted by Valenco who moved to the 2nd round of interviews

2013 - 2019	2020	2021	2022	Last 3-year average
61%	63%	48%	53%	55%