

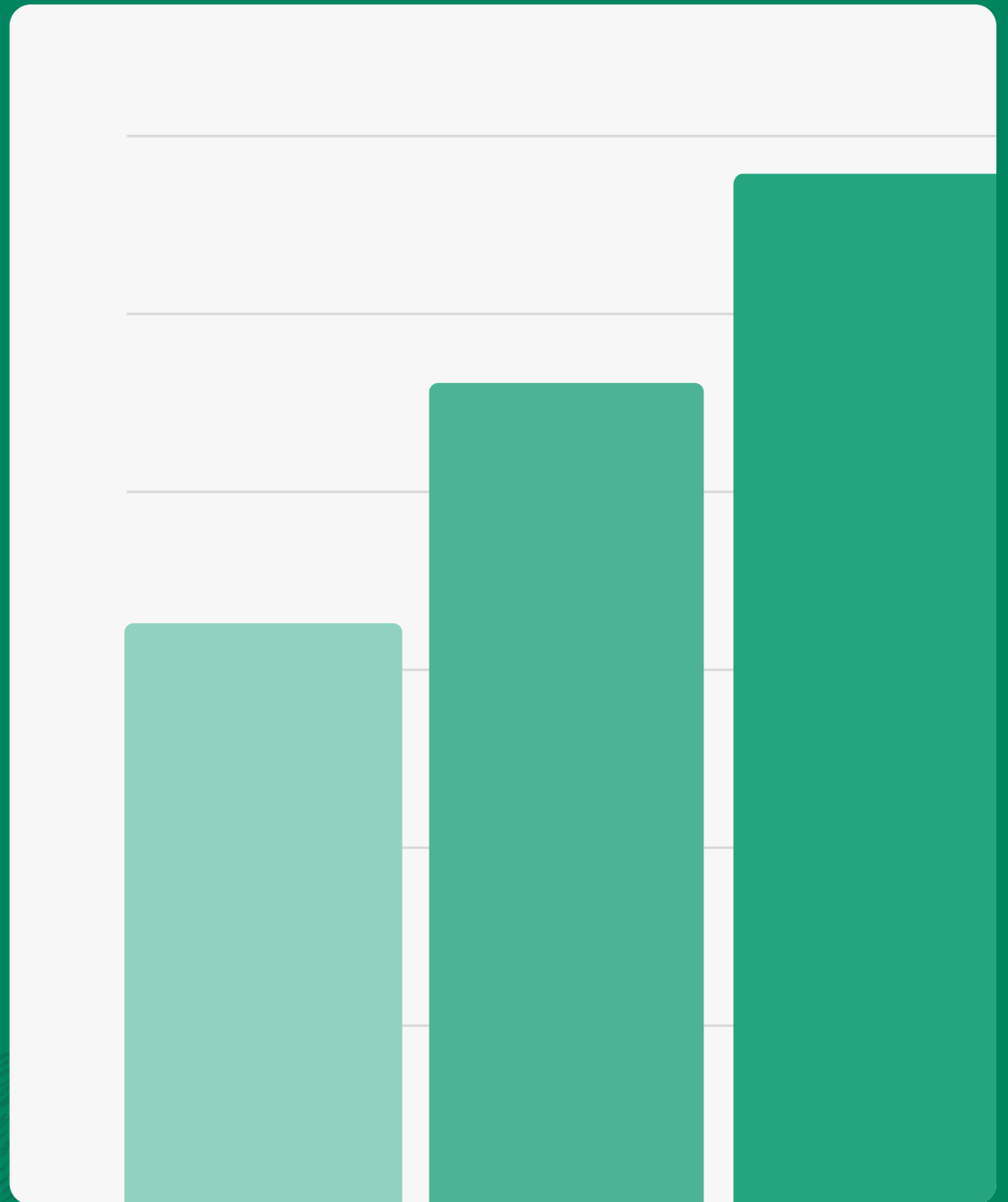
greenhouse

The Hire Standard

Benchmark report, March 2026

Learn how recruiters are adapting to a new hiring environment and how they can improve in 2026 and beyond.

North America



2022
-2025

How are recruiters faring in an environment defined by high application volumes and AI?

Recruiting teams faced a fundamental reset between 2022 and 2025. The tools, workflows and expectations that defined effective recruiting just a few years ago no longer match the reality of what talent acquisition teams manage today. Teams feel overwhelmed by application volumes, and AI seems to have supercharged the top-of-funnel candidate pipeline.

However, we haven't had a clear picture of how this environmental shift has truly impacted outcomes, and the effectiveness of recruiters and recruiting teams. Until today.

We analyzed data from over 6,000 companies and over 640M applications across three years to understand what's changed, what's held steady and what benchmarks have changed the most in the hiring landscape:

- Is hiring significantly slowing down due to application volumes?
- Are fewer jobs closing without hires?
- Are recruiters less or more effective given the two-sided impact AI has had on the hiring process?

Our data analysis answers these questions and more. Alongside our expert commentary, this report will give you a snapshot of where recruiters stand today and how they can improve their benchmarks in this new environment.

Table of contents



Introduction	02
Why benchmarks matter differently now	04
2025 benchmarks by the numbers	05
Core performance metrics	06
Volume and capacity metrics	07
Funnel efficiency metrics	08

What the data reveals	09
Top-of-funnel pipelines are flooded	10
Recruiters are performing well	11
Sourcing channels that drive the most hires	13
Top five sources: Applications vs. hires in 2025	14
Sourcing stats: Recruiters and job boards	15
How job boards source applications and hires	16
Key takeaways to improve benchmarks	17
Managing high-volume pipelines	18
Addressing the two-sided impact of AI	18
Becoming an organization candidates seek out	19

The final word	20
Methodology	21
Contributing experts	21
About Greenhouse	22

Why benchmarks matter differently now

Most traditional recruiting benchmarks were built for a very different hiring environment. One that was predictable in hiring volume, had a relatively strong understanding of the tools and technology accessible to recruiting teams, and didn't have to think about candidate risk or fraud.

Now that the hiring environment has changed dramatically, it offers an opportunity to think differently about benchmarks. Today, the value of benchmarking isn't comparing your metrics with industry averages. It's understanding whether your team's performance is sustainable given the volume they're managing and the resources they have to work with.

Benchmarks should answer

- ✓ "Are we performing effectively and efficiently?"
- ✓ "Can we sustain this?"
- ✓ "Where should we be improving?"

The most valuable benchmarks reveal whether your current hiring model can scale effectively, whether any recent efficiency gains are sustainable or whether your team is even able to adapt to the new hiring environment.



2025 benchmarks by the numbers

We analyzed recruiting performance across thousands of organizations to understand how teams are navigating the current hiring landscape. Here's what we found.

2025

Core performance metrics

56.7

Days to fill a job

↑ 36.8% from 2022 to 2025



69.8%

Jobs closed with hire

↑ 7.9% from 2022 to 2025



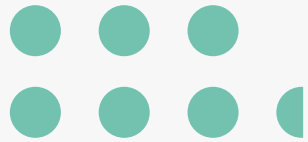
Per recruiter



4.9

Monthly hires per recruiter

↑ 122.3% from 2022 to 2025



650.5

Annual interviews scheduled per recruiter

↑ 128.0% from 2022 to 2025

Per job and hire



22.7

Interviews per job

↓ 8.7% from 2022 to 2025



12.3

Average interview hours per hire

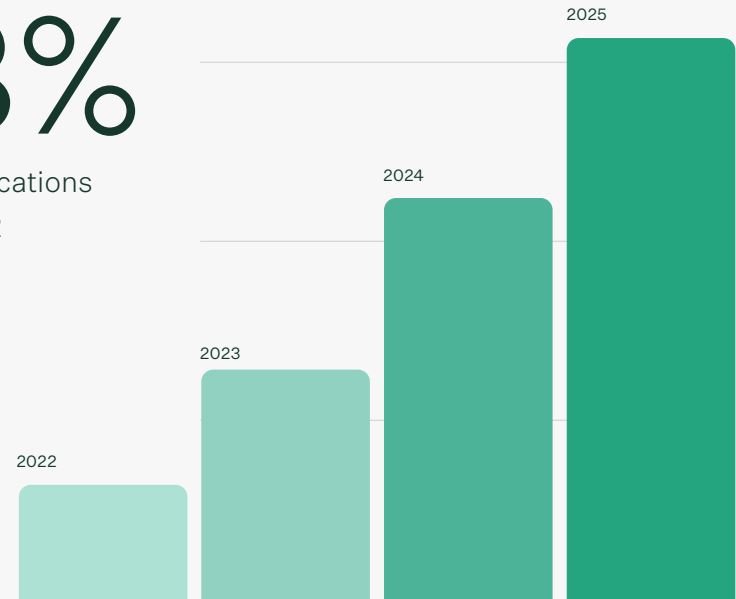
↑ 5.7% from 2022 to 2025

2022–2025

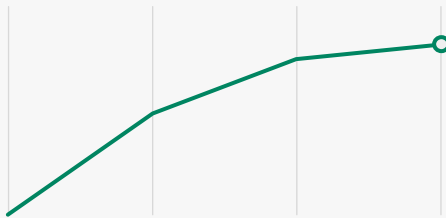
Volume and capacity metrics

411.8%

Increase in annual applications per recruiter since 2022



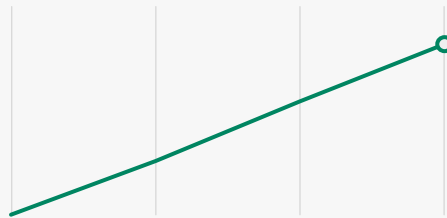
2025: 203 applications



157.7%

Increase in applications per hire since 2022

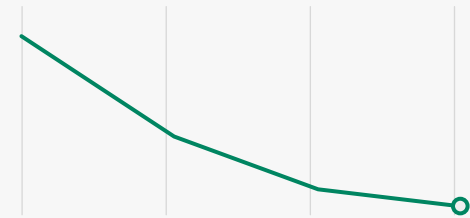
2025: 41,422 applications



128.1%

Increase in annual applications per organization since 2022

2025: 5 recruiters



55.6%

Decrease in recruiters per organization since 2022

2025

Funnel efficiency metrics

9.7%

Recruiter-sourced hires in 2025

+6.2% since 2024

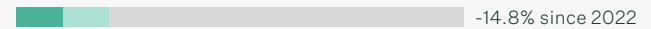


Progression rates for interview stages



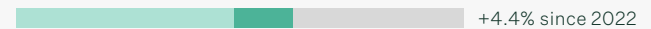
Stage 1 progression rate

7.6%



Stage 2 progression rate

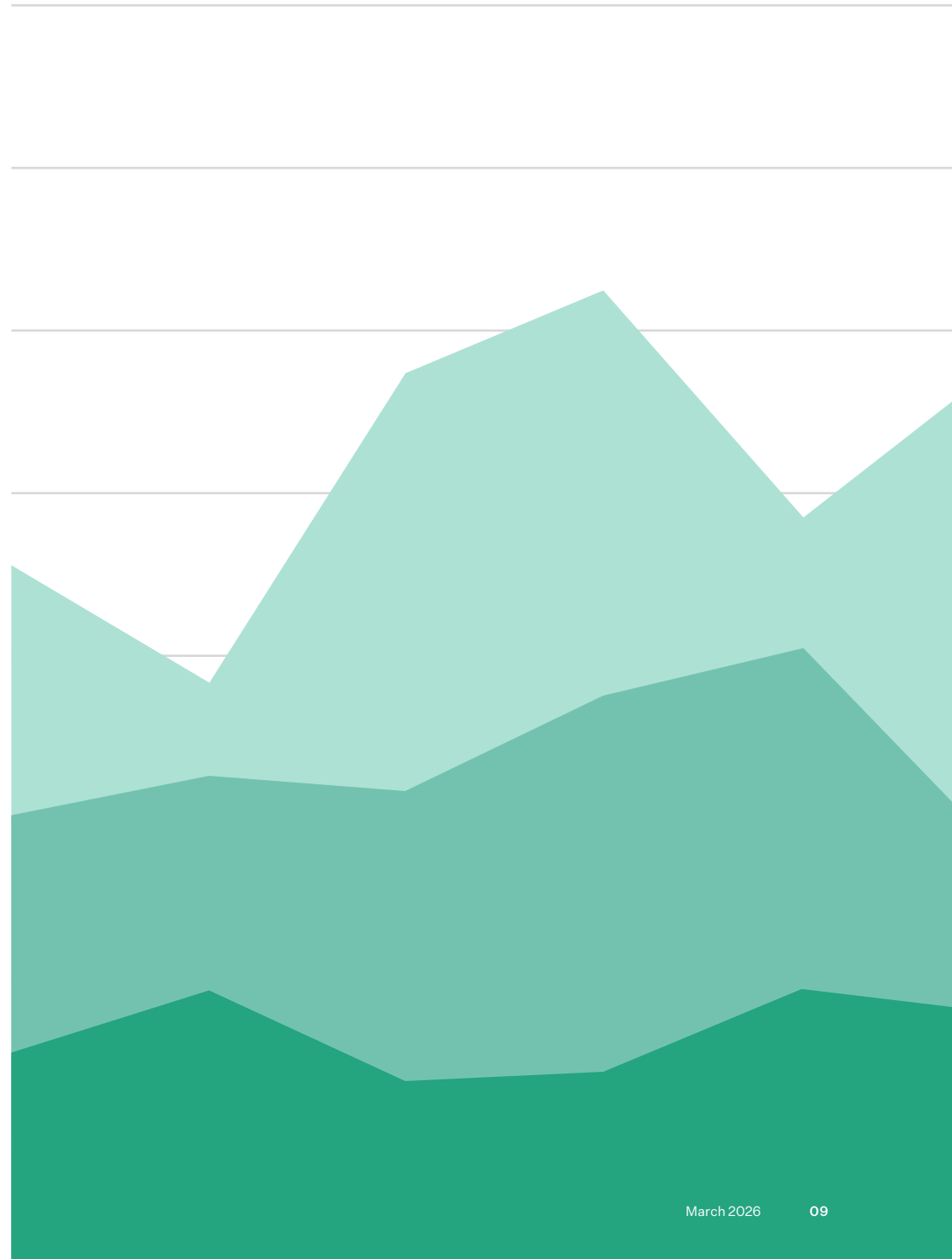
22.0%



2022 2025

What the data reveals

While candidates are overwhelming recruiters at the top of the pipeline, our findings suggest that efficiencies are found throughout the process, resulting in improved recruiter performance.



Top-of-funnel pipelines are flooded, and recruiters have fewer resources

The surge in applications is the headline, but the scale of increase is worth highlighting. Organizations are seeing more than **double the application volume** compared with three years ago. On the individual level, recruiters are managing over 400% more applications than they were in 2022. At the same time, recruiter team sizes have been cut in half.

Several factors have driven this shift over the last few years. AI-powered candidate tools, frictionless application processes and shifting candidate behavior in an unpredictable economy have resulted in candidates applying to more jobs than ever before.

There are also fewer jobs available, meaning more candidates are competing for fewer roles. The ratio of applications per job **increased by 111%** – from roughly 115 applications per role in 2022 to 244 in 2025.

Overall, this is a story we've known, at the very least anecdotally. Applications are up, and recruiter teams are smaller. But how is that translating to recruiter performance?



Recruiters are performing well, despite a “hostile” environment

The data above describes a rough environment for recruiting teams: more applications than ever, smaller teams, higher pressure. Yet recruiter performance hasn't collapsed. In several areas, it's actually improved.

Hiring is more productive. Over the last three years, the number of jobs closed with a hire increased by nearly 8%, and monthly hires per recruiter more than doubled, jumping 122%, despite having a smaller team. Recruiters are making more placements, not getting buried under volume.

Interview metrics remained stable. Average interviews per hire increased only 4.5%, and interview hours per hire rose just 5.7%. This speaks to the larger point in our data: a 400% increase in application volume has not led to any kind of commensurate decrease in recruiter activity. Recruiters aren't blindly advancing candidates to compensate for higher volume. Even progression rates have remained stable, and in some cases tightened, indicating that teams are triaging effectively rather than passing the burden to hiring managers.

Recruiter performance has improved in several areas

7.9% ↑

Increase in number of jobs closed with a hire since 2022

122.3% ↑

Increase in monthly hires per recruiter since 2022

128.0% ↑

Increase in interviews scheduled per recruiter since 2022

Most recruiters don't care or notice that their application volume doubled or tripled. They're cherry-picking a few great applicants and ignoring the rest."

Tim Sackett
CEO, HRUtech.com

Tim Sackett, CEO at HRUtech.com, indicates that recruiters are already adapting to a high application volume and that the increased volume might even be driving some of these increased hiring numbers. "Most recruiters don't care or notice that their application volume doubled or tripled. They're cherry-picking a few great applicants and ignoring the rest."

A relatively small increase in time-to-fill indicates intentionality. Time-to-fill has increased by 37%, but that's not necessarily a bad thing for all organizations. This might suggest recruiters are maintaining quality standards rather than rushing to close roles with whoever's available.

"Organizations aren't always trying to hire as fast as possible. Some companies want a longer time-to-fill because they want to do their due diligence and ensure they're hiring the right talent." –Tim Sackett

Ariana Moon, VP of Talent Planning & Acquisition, Greenhouse, raises a similar point, saying that "many organizations are finding that they need to take more interviews to make the same number of hires, given the amount of spam and fraud out there in the market."

Tools and technology are improving recruiter

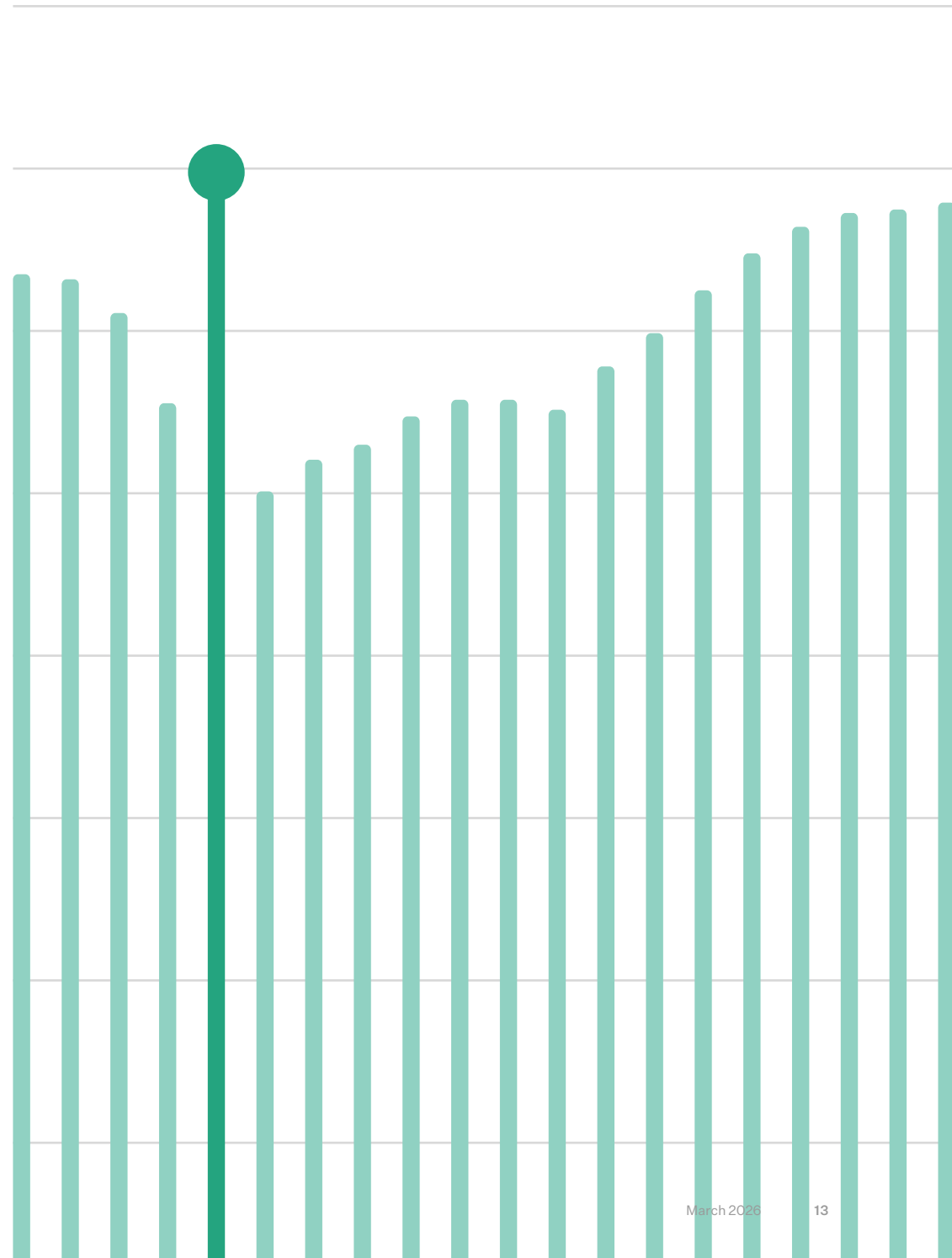
performance. It's clear that stronger tech infrastructure is allowing recruiters to better manage their flooded pipelines. AI-powered screening, applicant tracking systems that automate scheduling and communication, and workflow improvements that reduce manual work are all ways recruiters are doing more with less.

"While volume has increased, the sophistication of the technology evolving along with this problem is what's helped recruiters manage this volume. Tools like fraud and spam detectors knock out irrelevant applications while talent matching tools surface resumes that look best. All of these advancements make a big impact." – Ariana Moon

Next, we dig into sourcing data to understand what application sources are leading to the most hires.

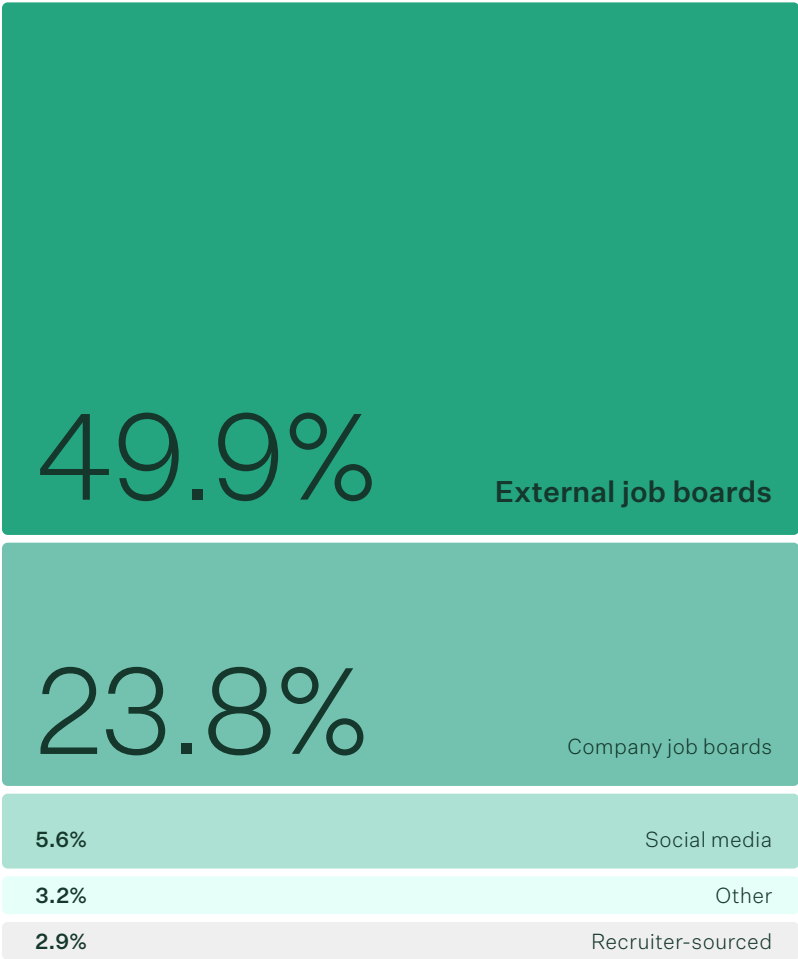
Sourcing channels that drive the most hires

We analyzed recruiting performance across thousands of organizations to understand how teams are navigating the current hiring landscape. Here's what emerged:

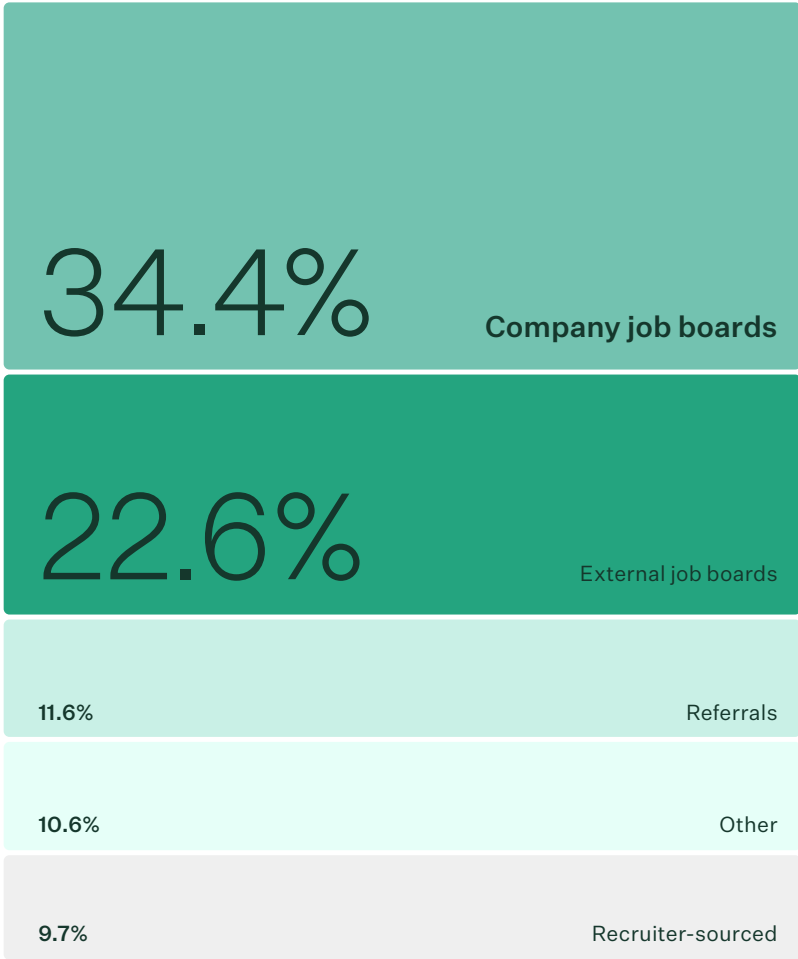


Top five sources: Applications vs. hires in 2025

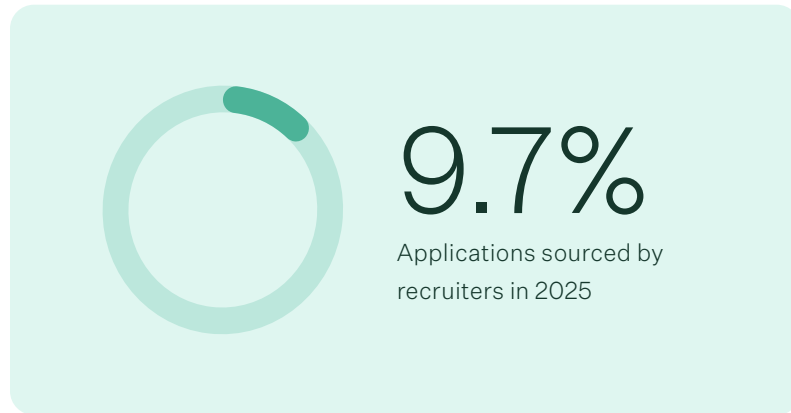
Application source



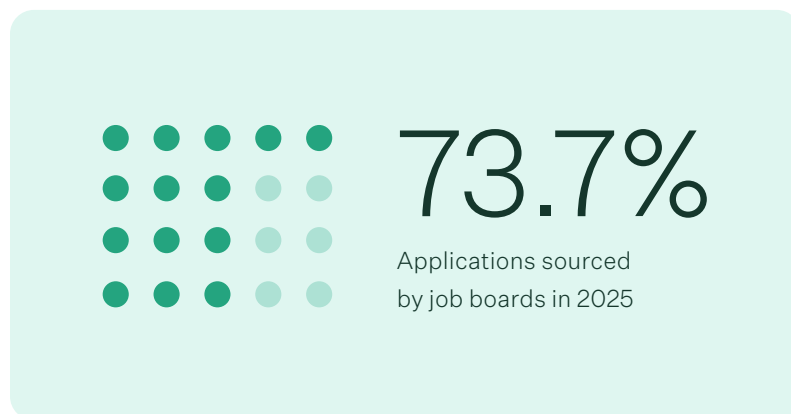
Hire source



Sourcing stats: Recruiters and job boards

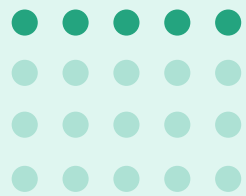


Recruiters source nearly 10% of hires despite contributing only 3% of applications. This is the highest conversion rate of any channel. That doesn't necessarily mean you should hire more recruiters – sourcing is time-intensive and doesn't scale linearly. It does indicate that your recruiting team should be encouraged and empowered to proactively source candidates given its effectiveness.



Job boards (internal + external) source nearly 75% of all applications but make up less than 50% of hires. This isn't necessarily a problem or surprising – high-volume channels will always have lower conversion rates. However, this reinforces an important point: investing heavily on external job boards without optimizing other channels means paying for volume, not quality.

How job boards source applications and hires



22.6%

Hires sourced by external job boards in 2025

External job boards contribute less than a quarter of hires despite driving half of all applications. In 2024, they accounted for only 17% of hires while generating nearly half of all applications. This trend has improved slightly in 2025, but the conversion gap remains significant. For TA leaders, this raises a question: are you spending on external boards because that's where the budget has always gone, or are you actually assessing the value of these boards?



34.4%

Hires from company job boards in 2025

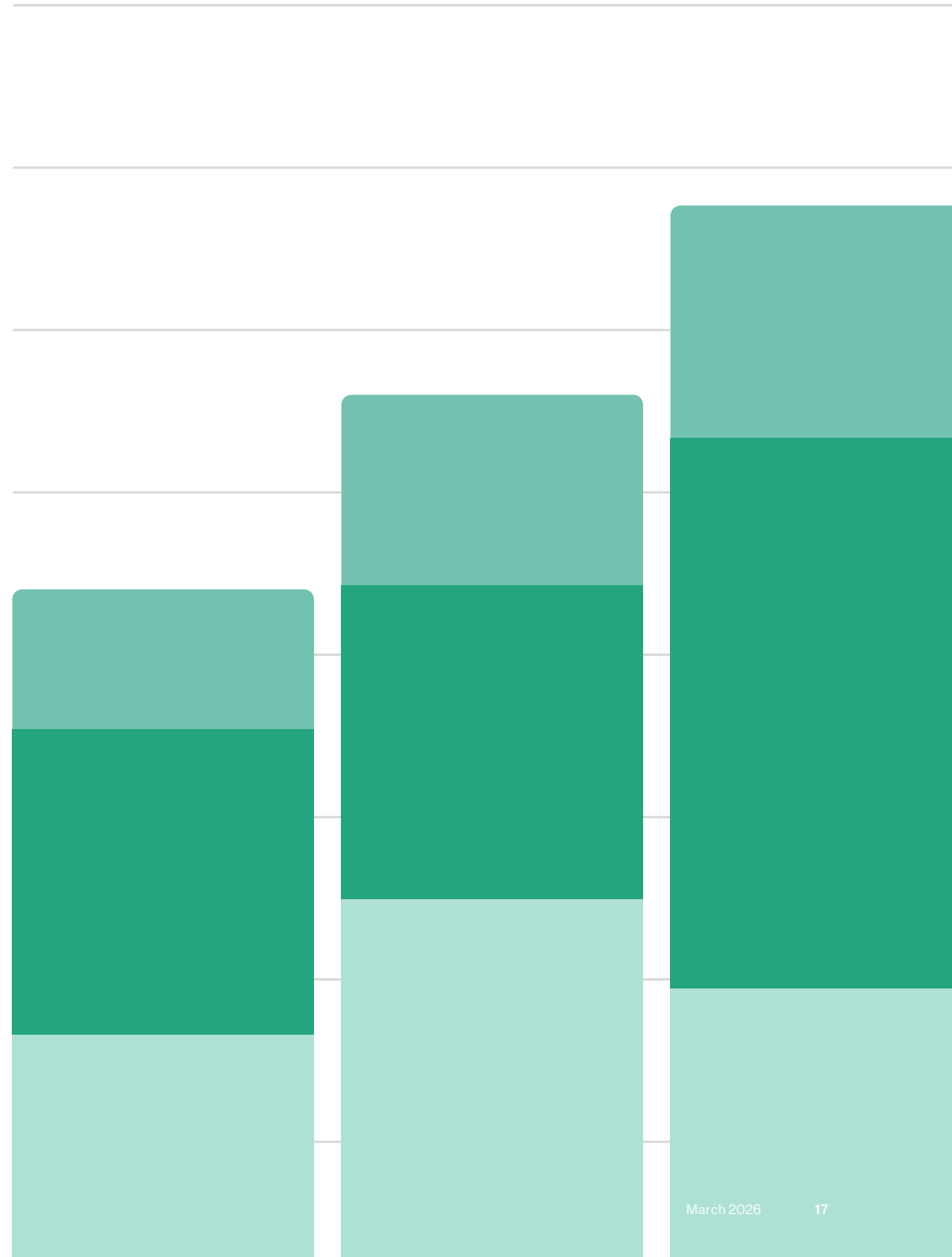
Company job boards are the top source of hires.

They account for 34% of hires while generating only 24% of applications, making company career sites a critical asset and a clear source to optimize and invest in.

Now that we understand how the hiring environment has shifted, we can start identifying how teams can improve these benchmarks and adapt to the new reality.

Key takeaways to improve benchmarks

The data reveals what's working, but it also points to where TA teams need to evolve to sustain performance as the hiring landscape continues to evolve.



Managing high-volume pipelines is the new normal

Any TA team that hasn't adapted to permanently higher top-of-funnel volume will likely see key hiring benchmarks decline. However, teams that want to sustain performance should focus on these essentials: leveraging AI, maximizing the quality of your candidate pipeline and investing in your own brand as a hiring organization.

Addressing the two-sided impact of AI

First, learn which AI tools are helpful and which ones will increase your risk. Understand where in your process AI automation will increase your capacity to have more conversations with great talent. Start small and test. Rinse and repeat. If you're not innovating and testing, you're going to be left behind."

Tim Sackett
CEO, HRUtech.com

Sackett further suggests organizations use AI screening tools to ensure all candidates are screened and measured: "If 100% of applicants get a chance, your quality will go up, immediately."

Moon, on the other hand, advised on how organizations can defend against AI-powered candidates, especially when it comes to fraud and talent: "You need the right tools like fraud and spam detection, and talent matching, but you also need to consider your interview process to minimize the risk of a mis-hire, which can happen even under an extremely efficient process." She recommends organizations consider improving their background screening processes and even establishing AI-resistant structured interviews that uncover "human judgment and critical thinking instead of just identifying attributes that might fit a job."

Sackett describes the challenge succinctly: "I want to use AI to give me more human encounters, not less."

Becoming a hiring organization candidates will seek out

The data already suggests how important it is to invest in and optimize your own job board to ensure you're capturing high-intent and high-quality candidates. However, engaging in transparency and authenticity, especially in the face of AI, can also be a major differentiator.

“The future of recruiting in the **AI era is more recruiters having real conversations** and building actual relationships with real human talent,” says Sackett, highlighting the importance of that human connection.

“Being explicit about your company's relationship with AI, even during the hiring process, is a way to repel the wrong person and attract the right hire,” says Moon. She further elaborates, **encouraging companies to publicize their stance on AI**, how they use it, and how they're encouraging adoption for their employees, as that can inform the quality of your inbound applicants.



The final word



The human element of resourcing matters more than ever before, so any change in processes, tech infrastructure or AI use should always consider maintaining the human in hiring.

Recruiting teams have navigated a fundamental shift in how hiring works, and the data suggests they're navigating it quite well.

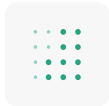
While application volumes have more than doubled and team sizes have been cut in half, recruiters are closing more roles, making more hires and maintaining quality standards.

However, for teams that feel like they're still catching up – or questioning whether this new normal is unsustainable – we can point to some key takeaways that will help preserve recruiter performance and even improve it moving forward.

Use of AI tools, especially those that address the top-of-funnel pipeline, is a must. TA leaders should also understand this and invest not only in their company job boards, but also in their reputation as a hiring organization.

Lastly, the human element of resourcing matters more than ever before, so any change in processes, tech infrastructure or AI use should always consider maintaining the human in hiring. Only then can your team manage their pipelines more effectively, ensure a high quality of candidate and make better hires.

Methodology



Greenhouse analyzed recruiting performance data in North America from over 6,000 organizations and spanning 640M applications from 2022 to 2025. Benchmarks reflect aggregated performance metrics and sourcing data from companies using the Greenhouse platform.

Contributing experts



Ariana Moon

VP of Talent Planning & Acquisition, Greenhouse

Ariana Moon is the VP of Talent Planning & Acquisition and a member of the Senior Leadership Team at Greenhouse Software. She has led talent initiatives in multiple industries, and in her current role, has helped Greenhouse 10x in global headcount. In 2022, Ariana was named one of the top 20 Talent Leaders In Tech US, among leaders from Workday, Google and Reddit, and in 2023 and 2024, she was named one of the top global 100 Talent leaders by HIGHER. She has served as Chair of Greenhouse's ERG for Asian and Pacific Islander employees and on the customer advisory boards of leading tech companies CodeSignal and BrightHire. Outside of work, Ariana is an avid yoga practitioner, dancer and proud boy-mom, residing in Las Vegas.



Tim Sackett

CEO, HRUtech.com

Tim Sackett, SCP, is the CEO of HRUtech.com, a leading technical recruiting firm. Tim has over 20 years of combined executive HR and talent acquisition experience working for Fortune 500 companies. Tim is a highly sought-after international speaker on leadership, HR & TA tech, talent acquisition and HR execution. He is also an angel investor and advisor and sits on multiple HR technology corporate boards.

Tim is the author of the best-selling book *The Talent Fix, Vol. 2*. He also writes daily on his blog, the Tim Sackett Project. In 2025, he was named a Top Global HR Recruitment Influencer by HR Executive. He has more Twitter (X) followers than his three Gen Z sons and is sponsored on stage by diet Mountain Dew.



Greenhouse is the leading hiring platform to help companies get measurably better at hiring. Our AI-powered software supports every stage of the hiring process, from sourcing to onboarding, giving businesses everything they need to hire top talent quickly, consistently and fairly – today and as their business grows.

To learn more, visit

greenhouse.com