

Most of the CVs you see should never land on your desk.

Reduce the time it takes to reach the right talent

Your first shortlist in 5–8 business days.

The problem is not the pipeline. The problem is its lack of predictability.

Too many profiles

Sourcing generates a volume that overwhelms the calendars of HR teams and Hiring Managers.

Too little clarity

Lack of contextual verification (team, seniority, work style) extends the selection process.

Too little confidence

Processes may look correct on paper, but their outcomes are often random.

Why do fewer candidates lead to more hires?

Market realities

49%

of applications come from job boards, but they account for only 24.6% of hires.¹

41 days

Average time to hire has increased from 33 to 41 days.²

Research Room

5x

Sourcing is 5 times more effective than inbound candidates.

5-8 days

Our time to shortlist is just 5-8 business days.

Recruitment built on trust.

Dedicated Search:

Every project is delivered through a search and referral network model, not mass job postings.

Decision-ready shortlist:

Instead of dozens of profiles, we provide 3-5 highly relevant candidates.

Partnership with Hiring Managers:

Together, we build a credible Value Proposition to attract top talent.

Can-do approach:

Our priority is to close roles effectively, not just to run the process.

¹ Jobvite Recruitment Benchmark Report

² LinkedIn Talent Solutions

Flexible cooperation models

We manage hiring cost over time, allowing smooth transitions between a success fee model and a contract margin model within one process.

Permanent Hiring

Recruitment for permanent roles under a direct employment model.

Time & Material

Providing specialists in a contract-based model, billed per MD.

Reducing ~~risk~~ in hiring

Risk of mismatch

We verify competencies in the context of the team and seniority level.

Risk of false positives

We do not send CVs “just to test” — only people we would hire ourselves.

Risk of losing the candidate

Ongoing contact and expectation alignment help prevent dropouts.

Risk of delays

We actively support process speed and transparent communication.

KPI-driven efficiency

5–8 business days

Shortlist delivery time for most technology roles.

Minimal workload

Hiring Managers receive profiles that are ready for a decision.

3–5 candidates

1–2 finalists

Precise selection instead of HR-side filtering.

High acceptance rate

We actively manage candidate motivation and expectations.

Trusted by industry leaders

AstraZeneca

pwc

intuition
MACHINES

teradata.

Ab INITIO

mapp

We save managers' time by turning the selection process into a choice between finalists.

Shorten your recruitment process:

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