

# Hiring? Here are the numbers you need to know:

## HIRING

The average time to hire is **44 days**.  
*If you're taking longer, you may lose candidates to your rivals.*  
**56%** may withdraw if recruitment takes too long.



## JOB SPECS

**62%** are more likely to ignore job ads with no salary.  
Ads that mention well-being, flexibility, culture etc. get **139%** more CVs than in 2021.



## PAY

Those changing jobs expect an average pay rise of **14.8%**  
*"Market rate" is not enough; people won't move for the same salary.*



## BENEFITS & WFH

**44%** want flexible working hours  
*Flexible working hours is the most sought-after benefit in the UK.*  
**74%** say the chance to WFH will be an important job-hunting factor.  
**60%** say it will be a deciding factor in a choice between employers.

