

Both candidates and employers must commit their time upfront without any reasonable assurance that the result (offer acceptance) is obtainable.

Candidates often put pressure on themselves to perform "perfectly" throughout the employer's assessments because they believe a higher offer can be achieved by doing so.

Employers rarely tell a candidate what the offer will be until the end of the process.



Extended Time to Fill

The traditional hiring process for skilled talent jobs can average 3 or more months to complete.



Survey Based Compensation Data

Companies across the country spend millions of dollars on survey-based compensation data to align their own compensation strategies and level set their internal equity bands.



Instant Offer Negotiations

Offer First eliminates the potentially uncomfortable negotiation process by automating it with our proprietary negotiating algorithm.