

THE REAL COST OF AN OPEN POSITION

Why hiring for yourself isn't free. It simply sends the bill somewhere else.

The most expensive hiring costs are rarely the ones you pay. They're the ones you absorb.

A practical business case for looking beyond placement fees: measuring the time, productivity, and opportunity absorbed by an open position.



Temporary • Temp-to-Hire • Direct Hire

THE BUSINESS CASE

The bill for an open position rarely arrives all at once.

Every business needs good people. When a position opens, it's natural to focus on filling it as quickly and cost-effectively as possible. Sometimes, organizations compare the cost of handling the hiring process internally with the cost of partnering with a staffing firm. At first glance, doing it yourself often appears to be less expensive.

But that's only because most of the costs never appear on an invoice. Instead, they're absorbed through lost time, reduced productivity, and opportunities that never make it onto a financial statement.

Every open position creates a ripple effect throughout the organization. Managers spend time recruiting instead of leading. Team members absorb additional work. Projects slow down. Customer service can suffer. Revenue-generating activities are delayed while leaders shift their focus to hiring.

The true cost of an open position isn't simply the cost of making a hire. It's the cost of everything that happens while you're in the process of hiring.

THE COSTS YOU SEE

- Job advertisements and boards
- Background checks and drug testing
- Skills assessments and technology
- Onboarding paperwork and training

THE COSTS YOU DON'T SEE

- Leadership time
- Lost productivity
- Delayed projects
- Overtime and team strain
- Missed opportunities

Every hour spent hiring is an hour that isn't spent serving customers, developing employees, improving operations, or growing the business.

THE TIME INVESTMENT

What does hiring actually require?

A typical hiring process can easily consume 25–40 hours across multiple leaders.

HIRING ACTIVITY	ESTIMATED TIME
Updating or creating the job description	2 hours
Creating and posting advertisements	4 hours
Reviewing resumes	10 hours
Phone screenings	5 hours
Scheduling interviews	2 hours
First and second interviews	10 hours
Reference checks	1 hour
Offer preparation and negotiation	2 hours
Background check coordination	1 hour
Onboarding paperwork	4 hours

WHAT IS 25–40 HOURS OF YOUR LEADERSHIP TEAM'S TIME WORTH?

That's only part of the equation.

An open position doesn't simply leave one chair empty. It affects everyone around it:

- Supervisors cover operational gaps.
- Overtime often increases.
- Projects can be delayed.
- Qualified candidates may accept another opportunity.
- Employees take on additional responsibilities.
- Customer response times may slow.
- Team morale may suffer.

THE COST THAT NEVER APPEARS ON A BUDGET**Opportunity cost.**

Think back to the last time your organization filled an open position.

Depending on the size of your organization, recruiting responsibilities may be shared among several leaders, or they may fall almost entirely on one person. Either way, the investment of time is real.

A CONSERVATIVE EXAMPLE

$$30 \text{ hours} \times \$70/\text{hour} \\ = \$2,100$$

Three leaders spend a combined 30 hours filling one position, at an average fully loaded labor cost of \$70 per hour.

**Before advertising. • Before onboarding. • Before overtime.
Before the position even produces any value.**

More importantly, those leaders weren't meeting with customers, coaching employees, improving operations, developing new business, or solving the next challenge facing the organization.

Every business must hire. The question is whether your leadership team's time is being invested where it creates the greatest value.

Hiring is a business function

Recruiting isn't simply about filling an opening. It's about keeping your business moving while that search takes place. Pulling your best leaders away from the work that grows your business isn't always necessary.

Sometimes the best solution is handling the process internally. Other times, partnering with an outside recruiting expert reduces disruption, shortens hiring timelines, and gives your leadership team valuable time back.

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A DIFFERENT WAY TO THINK ABOUT STAFFING

Change the question.

Many organizations ask:

“What does it cost to use a staffing firm?”

A better question may be:

“What is this open position already costing our business?”**CALCULATE THE COST FOR YOUR BUSINESS**

Estimate leadership time, vacancy impact, direct expenses, and onboarding costs using your own numbers. Use the link below or the QR code to access our calculator.

[West Sound Workforce Open Hire Calculator – click here!](#)



Once you account for leadership time, productivity, operational impact, and the cost of a prolonged vacancy, the conversation changes.

The goal isn't simply to outsource hiring. It's to give your managers, supervisors, and leadership team their time back while ensuring your organization continues moving forward.

That's where a staffing partner can provide value.

TEMPORARY

Flexible support when workload, leave, or urgent needs create a gap.

TEMP-TO-HIRE

Time to evaluate fit while keeping the work moving.

DIRECT HIRE

Focused recruiting support for your permanent team.

West Sound Workforce helps organizations with temporary staffing, temp-to-hire, and direct hire recruiting. From sourcing and screening candidates to coordinating interviews, reference checks, background screenings, and onboarding support, our goal is simple:

HELP YOUR ORGANIZATION SPEND LESS TIME HIRING—AND MORE TIME RUNNING YOUR BUSINESS.

CLOSING THOUGHT

Most businesses measure the costs they can see. The next time you're evaluating the cost of filling an open position, don't just ask what you'll spend.

Ask what it's already costing you.



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