

# Octagon Data Market Update

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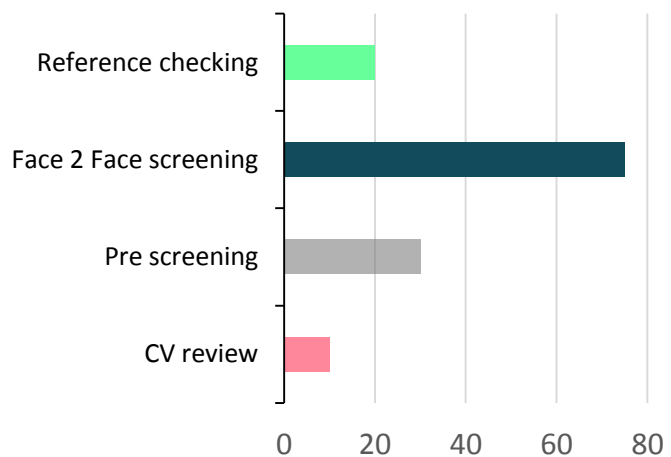
# Data Driven Recruitment

Our passion is to improve and develop as a recruitment agency. We believe that data is an essential part of this and can be used as an instrument to prognose, understand, learn and create focus. After looking into our historic and actual data we've collected, we created some very interesting insights about our performance and changes within the market.



**Quentin Lopes Cardozo**  
Operations Manager

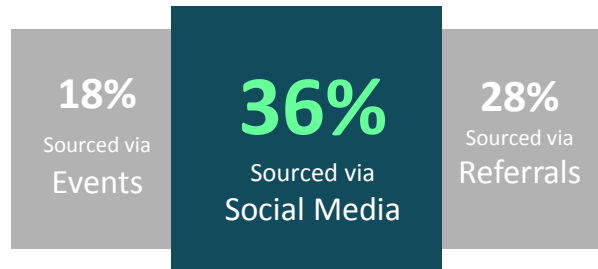
*Data is a powerful tool for us to improve parts of the recruitment process, realizing the recruitment objectives and optimizing recruitment resources. One of the things we do is to make the quality of hire measurable. To measure this we look at the time to fill a position, employee satisfaction and look at the retention.*



Average time (in minutes) we spend during our screening process.

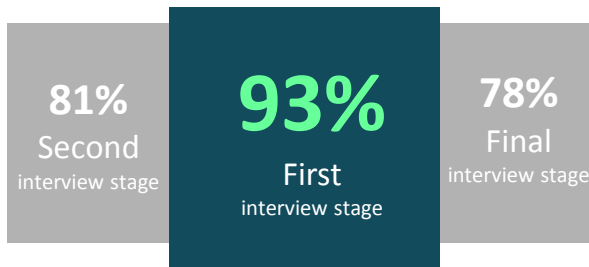
## Candidate sources

36% of the candidates we introduce are found via social media, 28% by referrals and 18% via events. The other 18% is divided over Headhunting 11%, Applicants 5% and Job boards 2%.



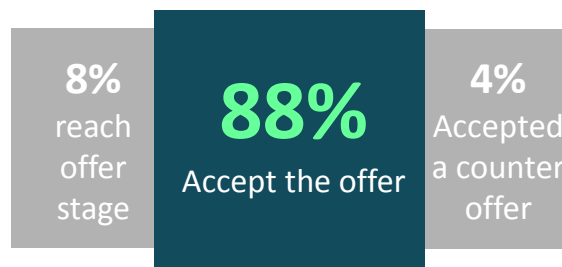
## Introducing candidates vs. Interview stage

93 out of the 100 hundred candidates we introduce will be invited for an interview, 81 to the second interview stage and 78 towards the final interview stage.



## Final interview stage vs. Accepting an new job

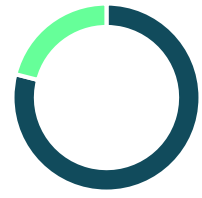
88% of the people that receive an offer accept. The remaining 12% accepted a different job and 8% accepted a counteroffer or stayed at their current job.





26%

Of our placed Data professionals are women.



21%

Higher salaries for Data staff over permanent non-data staff.



**Mitchell van Staveren**

*Team Lead Recruitment*

*Recruitment has changed considerably in recent years. From 'gut feeling' decisions and activities based on personnel prognoses towards the rise and acceptance of Big Data. This gives us the possibility to measure 'everything' and to act accordingly.*



84%

Of our placed data professionals are local.



7/10

Of our placed data professionals do not speak Dutch.

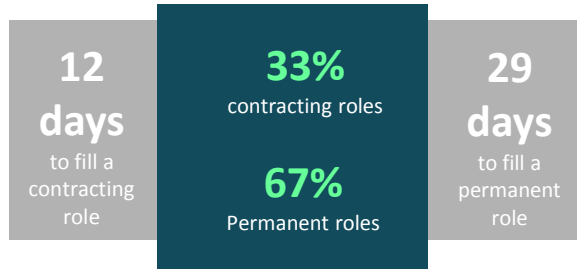


94%

Of our placed data professionals were not actively seeking for a new role.

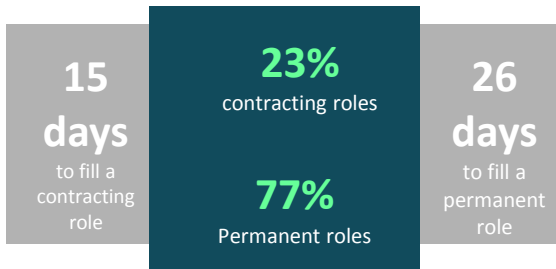
## Filling a Data Science role

67% of the requests we receive are permanent roles and it takes us an average of 29 days to fulfill Data Science roles. We see an increase in the % of permanent roles over the last 12 Months.



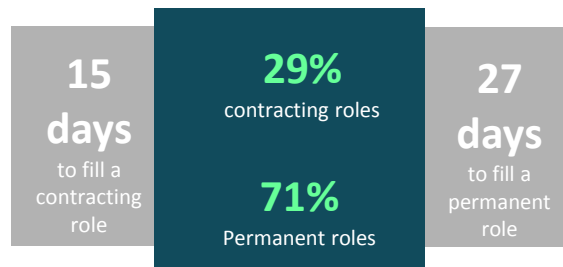
## Filling a Data Engineering role

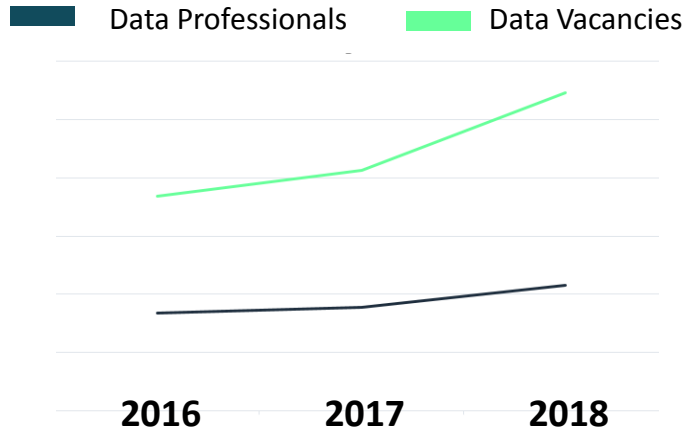
77% of the requests we receive are permanent roles and it takes us an average of 26 days to fulfill Data Engineering roles. We see an increase in the % of contracting roles over the last 12 Months.



## Filling a BI role

71% of the requests we receive are permanent roles and it takes us an average of 27 days to fulfill BI roles. We see a decrease in the number of BI roles.

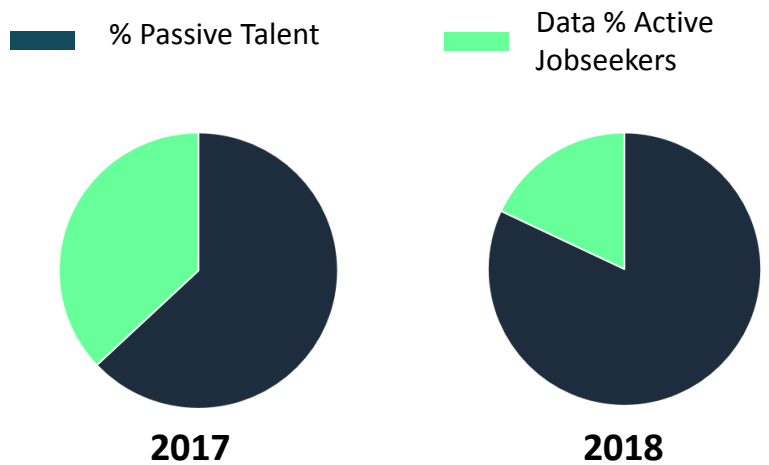




**Andreas Hadjitofi**

*Managing Director*

*You don't need to invest a lot of money to implement data-driven recruitment. With data from Google Analytics, data from your CRM system, Social Media, Selling and placement statistics, you already can start with 'data-driven recruitment'.*



# Interested in working with us?

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✉ [info@octagondata.nl](mailto:info@octagondata.nl)

☎ +31 (0)70 3249 300

🌐 [octagondata.nl](http://octagondata.nl)

## HQ

The Hague Office  
Laan Copes van Cattenburch 62  
2585 GC Den Haag  
The Netherlands