Is Your TA Team Ready for What's Next?

A practical guide to preparing your TA team for changing business needs

Talent Acquisition is changing. Technology is taking on more tasks, business expectations continue to evolve, and teams are being asked to deliver more with the resources they have.

But introducing new tools or asking people to work faster does not automatically prepare a team for the future. Leaders also need to consider which work still matters, what should change, where ownership belongs, and where human judgment and interaction make the biggest difference.

The question is not simply what TA will look like next. It is whether today's decisions are preparing your team to deliver what the business will need.

FOUR AREAS TO CONSIDER

1 The Work

Which activities should remain, change, be simplified, or stop altogether as business demands evolve?

2 Ownership

Who should be responsible for different parts of the hiring process as work and expectations change?

3 Technology & Automation

Where can technology remove friction, and where could it create new problems if processes remain unchanged?

4 Human Value

Where do communication, judgment, trust, and partnership make a meaningful difference in outcomes?

WHY THIS MATTERS TO THE BUSINESS

An operating model that no longer fits can create unnecessary costs, slow decisions, overwhelm recruiters and hiring managers, and weaken the hiring experience. A better fit can free capacity, clarify accountability, and help TA focus on the work that delivers the greatest value.

CORE REFLECTION

"If your TA team were being designed today, what would you do differently?"

Look at the Work, Not Just the Tools

Use these questions to explore whether your current responsibilities, processes, and capabilities are aligned with what the business will need next.

1. The Work We Do

- Which activities take the most time and effort today?
- Which activities directly support better hiring decisions or business outcomes?
- What work could be simplified, automated, or stopped?
- Are we continuing tasks because they add value or because they have always been done?

2. Ownership and Partnership

- Are responsibilities clear across recruiters, hiring managers, HR, and technology teams?
- Where does work become duplicated, delayed, or passed between people unnecessarily?
- What decisions should stay with people, and who should make them?
- Are recruiters able to influence hiring needs early enough to make a difference?

3. Technology and Capability

- Are our systems supporting the way work should happen, or reinforcing existing problems?
- Where could automation free people to focus on higher-value work?
- Do team members have the skills and support to adapt to changing responsibilities?
- What new risks or dependencies might a proposed change introduce?

4. Business Alignment

- What will the business need from TA over the next few years?
- Are our current measures aligned with those needs?
- Where could a different allocation of work reduce time or cost?
- What evidence would help us decide where the team should focus?



Do not start with *"What technology should we buy?"*
Start with *"What work needs to get done, and what is the best way to do it?"*

Turn Your Observations Into Action

You do not need to redesign the entire TA operating model at once. Start by identifying where today's approach fits future needs and where it may be holding the team back.

1. What work or responsibilities may need to change?

2. Where are unclear ownership, manual effort, or outdated processes creating friction?

3. What would improving this mean for time, cost, capacity, candidate experience, or outcomes?

4. What do we still need to understand before deciding what to change?

WHAT MIGHT YOU DO NEXT?

PRESERVE
Keep the work and practices that deliver meaningful value.

SIMPLIFY
Reduce unnecessary steps, duplication, and effort.

IMPROVE
Clarify responsibilities, strengthen partnerships, or refine work.

INVESTIGATE
Explore uncertain areas before committing to new processes/tech.

"The future of TA will be shaped by more than the tools a team adopts. It will be shaped by how work is designed, how responsibilities are shared, and how effectively people, processes, and systems support the business."

Ready to untangle your hiring process?

If your TA team is navigating changing demands, unclear ownership, or processes that no longer fit, it may be time to look at how your people, processes, and systems work together. Amy DePonte Consulting works as an extension of your TA team to identify what is getting in the way, understand the business impact, and determine where changes will make the greatest difference.

Explore how we can work together: amydeponteconsulting.com