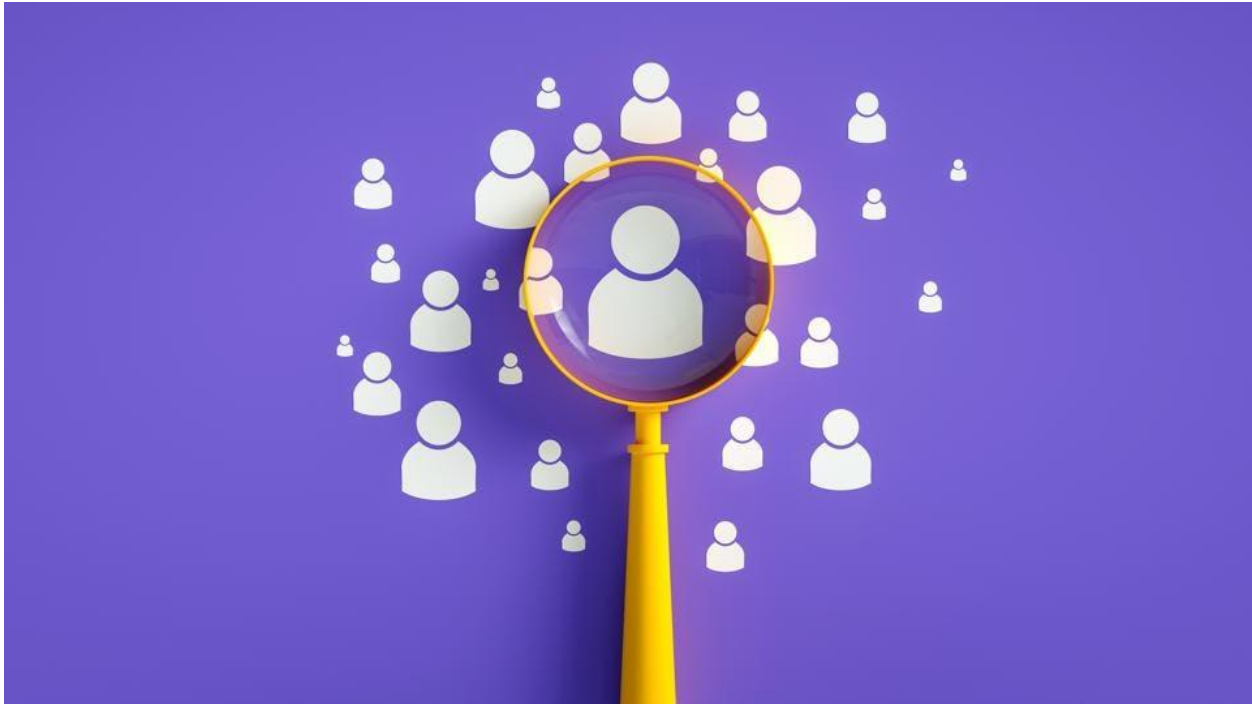


# How Job Seekers, Recruiters and Hiring Managers Can Improve Recruiting

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Hiring should not feel like an endless struggle, but too often, that is exactly what happens. Job seekers feel like they are being ignored. Hiring managers struggle to find the right people. Recruiters are caught in the middle, managing shifting expectations from both sides. The problem is not a lack of effort. It is that small missteps on all sides can slow things down and make hiring harder than it needs to be. Here is how Job Seekers, Recruiters, and Hiring Managers can improve the process.

## **Hiring Managers Expect the Perfect Candidate to Magically Appear**

Many hiring managers wait for someone who checks every box, but perfect candidates rarely exist. The longer the search drags on, the more opportunities are lost.

**Job Seekers:** Stand out by emphasizing potential. Companies may want experience, but they also value adaptability and problem-solving skills. Show how you can learn and grow into the role.

**Recruiters:** Push for realistic expectations. Help hiring managers focus on the three or four most important skills rather than holding out for a flawless match.

Hiring Managers: Define must-have skills early and be open to strong candidates who bring new perspectives. The best hires often grow into their roles rather than fitting a rigid checklist from day one.



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### **Job Descriptions Keep Changing Mid-Search**

Hiring often starts with one set of expectations, only for hiring managers to realize mid-process that they want something different. This slows everything down and causes good candidates to lose interest.

Job Seekers: Ask detailed questions about the role during interviews. If the job description keeps shifting, it may be a red flag that the company is unclear about what they need.

Recruiters: Keep hiring managers focused on the original goals. Some flexibility is fine, but constant changes can make it impossible to fill a role.

Hiring Managers: Take time upfront to get clear on the role. Make sure everyone on the hiring team agrees on what is needed before the search begins.



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### **Recruiters Are Accused of Ghosting Candidates**

Job seekers often complain that recruiters disappear after an interview. While this does happen, recruiters are not always the ones at fault—sometimes, hiring managers take weeks to make decisions, leaving recruiters with no updates to share.

**Job Seekers:** Stay professional and follow up if you do not hear back. Sometimes, recruiters simply do not have an answer yet. If you are rejected, ask for feedback to improve for the next opportunity.

**Recruiters:** Keep communication open, even if there are no updates. A quick message letting a candidate know where they stand can go a long way in maintaining relationships.

**Hiring Managers:** Provide timely feedback. If you take too long to decide, strong candidates will take other offers, and recruiters will struggle to keep job seekers engaged.

### **Candidates Are Ghosting Recruiters Too**

It is not just job seekers who get ghosted. Recruiters deal with candidates who vanish mid-process, stop responding, or accept an offer and never show up on their first day.

**Job Seekers:** If you are no longer interested or have taken another job, let the recruiter know. Burning bridges with recruiters can hurt your chances of being considered for future roles.

Recruiters: Keep candidates engaged throughout the process. If job seekers feel like they are just being shuffled around, they are more likely to drop out.

Hiring Managers: Move quickly once you find the right person. Long hiring processes increase the risk of losing top candidates.

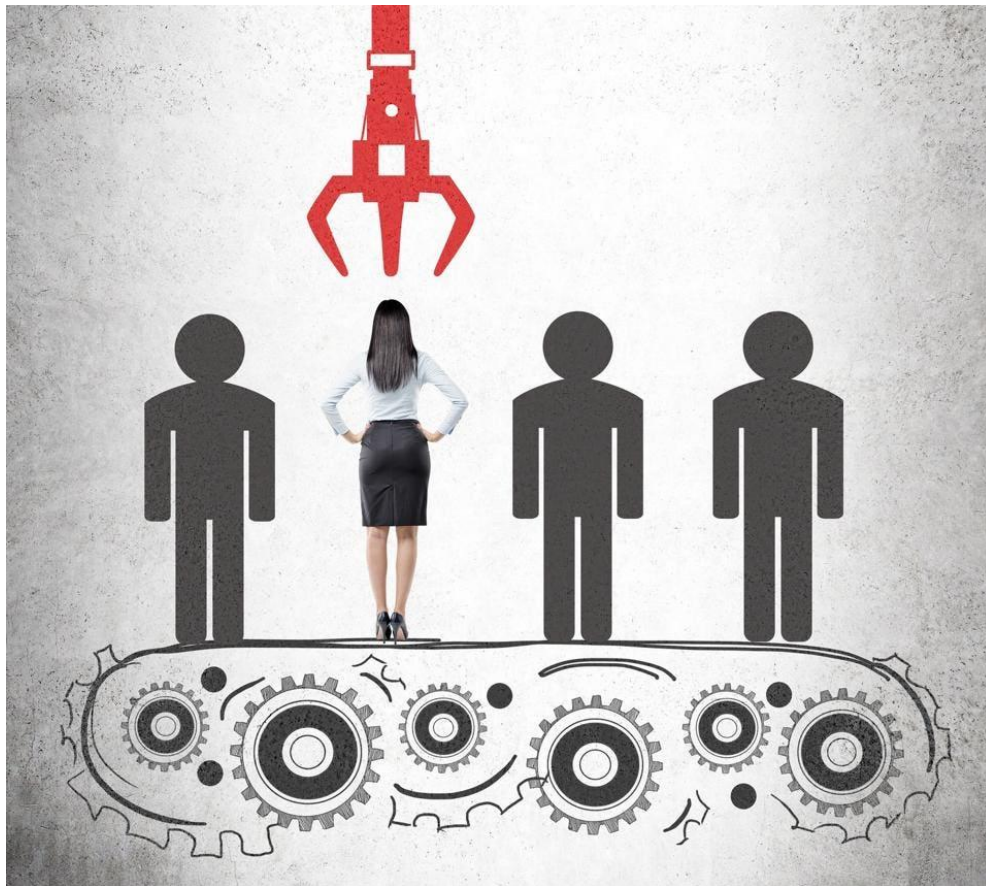
### **AI Is Helping Recruiters but Also Rejecting Good Candidates**

Artificial intelligence is making hiring faster by scanning resumes and filtering applicants. The problem is that AI sometimes screens out great candidates just because they did not use the exact right keywords.

Job Seekers: Optimize your resume for AI. Use keywords from the job posting and make sure your skills are listed clearly.

Recruiters: Do not rely entirely on AI. Sometimes, the best candidates do not fit neatly into an algorithm. Look beyond automated rankings and review applications manually.

Hiring Managers: Be mindful of AI's limitations. Just because a resume does not get flagged by a system does not mean the person is not worth considering.



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## **Recruiting In High-Demand Industries Has Unique Challenges**

Some fields, like healthcare and technology, face extreme talent shortages, making hiring even harder.

Lesley Hamilton, a Senior Travel Nurse Recruiter and Account Manager, shared that in healthcare, even the most qualified candidate can hit roadblocks. "In travel nursing, you could have the perfect candidate lined up, but if a single document is missing, the hospital will not move forward," she said. "It is a constant challenge of managing expectations from both sides."

**Job Seekers:** If you are in a regulated industry, make sure all your credentials and paperwork are ready before applying. Small delays can cost you the job.

**Recruiters:** Set realistic expectations with hiring managers about how long it will take to find the right talent, especially in industries with strict requirements.

**Hiring Managers:** Be flexible when possible. If a great candidate is missing one certification but can earn it quickly, consider giving them a chance.

### **Conclusion**

Improving the recruiting process requires better communication, faster decision-making, and more realistic expectations from job seekers, recruiters, and hiring managers. Job seekers who highlight adaptability, follow up professionally, and optimize their applications have a better chance of landing the right job. Recruiters who set clear expectations and keep candidates informed help companies fill roles faster. Hiring managers who provide quick feedback and focus on critical skills rather than searching for perfection build stronger teams. When all sides take small but intentional steps to improve the process, hiring becomes more efficient, reducing delays and making it easier to connect the right talent with the right opportunities.