

Live Thu · 2:00 PM

ONLINE WEBINAR

RECRUITER WOES: NAVIGATING THE 4 MOST FRUSTRATING CHALLENGES RECRUITERS FACE EVERY DAY



DATE

April 6, 2023



TIME

2PM EST



PIVOTCX
Mike Seidle



PIVOTCX
David Bernstein



FIELD OF TALENT
David Anderson



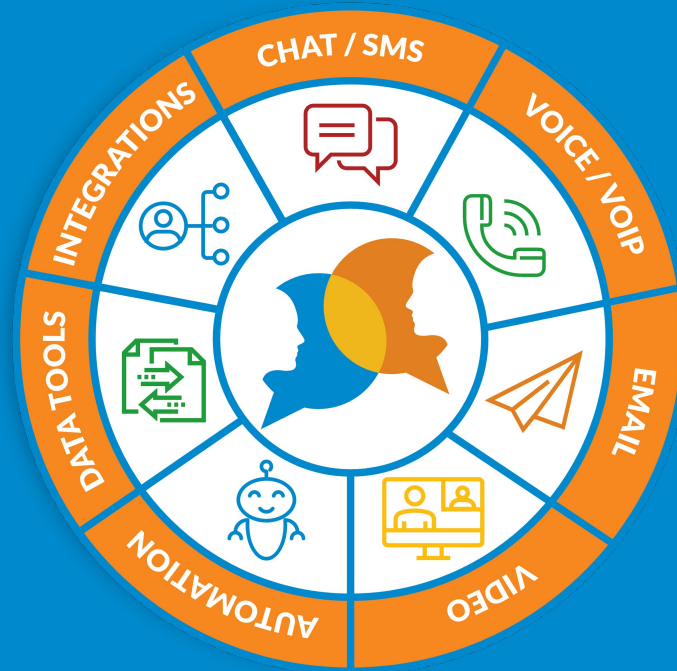


The Unified Communications Hub for Recruiting and HR

**LEARN
MORE**



Text pivotcx to +13175261276





Your recruitment team's designated hitter

Recruitment without a strategy is shooting in the dark. When faced with a difficult hiring season, your team will be put to the test. Partner with Field of Talent to establish your strategy, decrease time-to-hire, and get the top talent you need to grow.

Talent Strategy | RaaS – Recruitment as a Service

LinkedIn Company page: <https://www.linkedin.com/company/field-of-talent/>

Website: <https://fieldoftalent.com/>



What is THE most painful/frustrating thing about being a recruiter?

You can see how people vote. [Learn more](#)

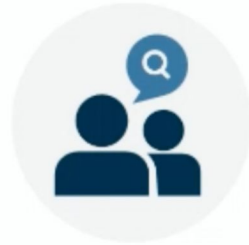
Chasing Candidates/Ghosting	44%
Too Many Requisitions	16%
Too Many Systems/Tools to Use	23%
Other (please comment)	18%

Also, article by Josh Bersin:

<https://joshbersin.com/2022/04/reccruiting-is-harder-than-it-looks-74-of-companies-underperform/>



1 in 2 Recruiters report that they would leave their current company to go to one that uses better technology*



58%

of applicants who are screened out
never receive a response



33%

of recruiters are feeling more burned
out in 2022 compared to prior years

*Aptitude Research 2023

Unfortunately, 34% of candidates last year were still waiting one to two-plus months on next steps after they applied, 48% more than in 2021.



Kevin Grossman *President*
- The Talent Board



Talent Board



**CANDIDATE
EXPERIENCE
AWARDS™**



92% of Candidates Never Finish
Online Job Applications

90% of candidates take the first
job they are offered

Most companies take 27
days to make an offer

(source: SHRM)



Bad Recruiting Tip #001001



Only talk to candidates after they've completed your online application... and that requires re-typing their entire resume.

#complianceovercandidates

<https://badrecruitingtips.com>

<https://twitter.com/badrectips>



Challenge #4

Too many requisitions

- Per recruiter - how many ?
- Increase recruiter capacity
- Move faster
- Tools matter
- Surplus market approach
- Vicious cycle

Challenge #3

Unresponsive hiring managers

- Communication
- Recruiting is a team sport
- SLAs
- Focus on what matters
- Know what you are hiring for and agree on it



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Bad Recruiting Tip #000022



Ignore candidates when they follow up.
Then you won't feel bad when you tell them the
job post wasn't real anyway.

<https://twitter.com/badrectips>

<https://badrecruitingtips.com>

Challenge #2

Too many systems/tools to use

- Cost center vs. profit center
- ATS
- Sourcing
- Communication
- Document management



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Bad Recruiting Tip #000003



Always use ChatGPT to write your job descriptions.

That way, they will be just as un-inspiring as 99.9% of all the other job descriptions and you will not have to worry about standing out.

Standing out is dangerous.

<https://badrecruitingtips.com>

Share the job description for your toughest job

Get a free consultation on how to
transform it into a **high-performing posting**.

Text posting to **317-792-8201**

Challenge #1

Ghosting

- Communication
- One phone number
- The problem with email & voice
- Text before you call - ask permission
- Never ghost candidates!



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So how do we flip the script?

- Mindset - market
- Easy button process
- The right tech
- Partnering with hiring managers
- Communication is CX
- Competitive advantage

Wrap up

Profit center vs cost center mentality

Think CX throughout!

Use the same ph#!

Make communicating easy

Build and nurture relationships



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**Get The Candidate
Engagement Report!**





Thank You For Attending To Learn More

David Bernstein
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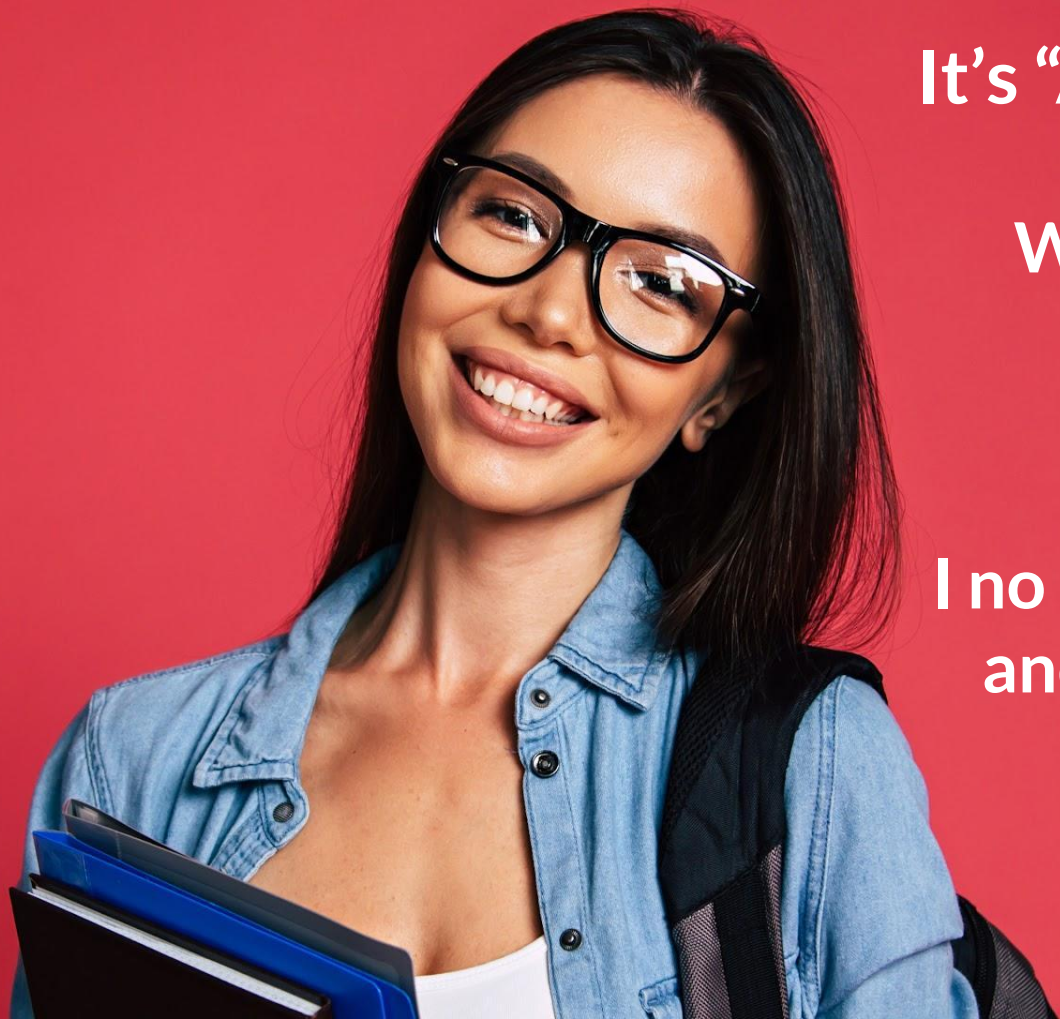


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POLL

What is the talent gap like for your company?

- ☐ Non-existent
- ☐ It's there
- ☐ *Worrisome*
- ☐ A huge chasm!



It's "Anti-Ghosting" magic!

With PivotCX, I'm able
engage with more
candidates, faster.

I no longer ghost candidates
and they don't ghost me.

Don't ghost!



Cost Center Thinking

- Recruiting not viewed as a CA
- Everything is a cost
- No workforce planning
- Last in line for budget
- ROI for solutions not considered
- Revenue per employee not measured

Check out Mike's post:

[Recruiting Takes a Lesson from Wartime Logistics](#)



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Profit Center Mindset

- **Mindset** - competitive advantage example
- **Process** = fastest way to engagement & productivity
- **Tech Stack** = happy candidates + happy recruiters
- **Hiring Managers** = confident, high performance defined
- **Communication** throughout
- **Relationships** are built and maintained

POLL

What are your biggest challenges?

1. High req load per recruiter
2. Not enough applicants/candidates
3. High applicant volume
4. No time to source
5. Chasing hiring managers
6. Tools and tech
7. Lacking the right tools
8. Recruiter training
9. No budget
10. Candidate ghosting



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