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GERMANY EDITION



7 Things Job Seekers Want High Volume Recruiters To Know

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INTRODUCTION

There's nothing more valuable than hearing straight from the candidate's mouth. That's why we've reached out to hourly job seekers in Germany to hear what their expectations are from application stages to where they look and how they apply for jobs, to how they want to be communicated to during and post interview process.

The candidate experience is based upon the job seeker's interactions with a company's brand from job search to onboarding. Negative experiences are costly to the brand and for high volume recruiters, nailing the candidate experience for every applicant can seem like an arduous task without the right resources and tools.

Prior to the pandemic, we started seeing a paradigm shift among talent acquisition and HR professionals elevating their employer branding, placing more importance on the candidate experience due to unemployment rates being low. In Germany, there's been a moderate rise of unemployment since the pandemic due to employers taking advantage of salary support programs. Still, as unemployment rates begin to normalize, the world of recruitment is starting to pay attention to the importance of a good candidate experience.