



What Makes a Role Hard to Fill?

A RESOURCE FOR HIRING MANAGERS WHO ARE
NAVIGATING TALENT ACQUISITION CHALLENGES

Salary

It's time to expand your budget. Staying competitive with salary offers is becoming increasingly difficult now that big tech companies are openly increasing their packages. Startups are in for a tough journey and need to rely on their mission and future growth plans when convincing a candidate to join their team.

Bad Reputation

With resources like LinkedIn and Glassdoor widely available to candidates, they are researching your company before they even apply. If there are reviews of poor work-life balance or micromanagement, candidates see this as a red flag and are less likely to seriously consider your organization as an option.

Workplace

It's 2022, remote and hybrid workplaces are more common than ever, and candidates are seeking the freedom and work-life balance that it provides. By limiting a position to fully onsite or requiring people to commute, you instantly limit your talent pool. Maybe in a big city, this is easier to manage, but if you're rural or small-town based, consider rethinking your workplace model.

Waiting for "The One"

Of course, having a top 3 or top 5 list of amazing candidates to choose from on any given search is ideal. While this maintains as the recruiting standard, you could be losing out on talent if you get caught up in comparing them to one another. Everyone is unique, simply evaluate which candidate could best suit the needs of the role. Be decisive and don't stall the process, or else you'll risk not filling the role.

Driving in the Slow Lane

Interviews aren't fun, they take up a lot of time and energy for all parties involved. The longer the hiring process is, you run the risk of candidates becoming discouraged and dropping out or having a competitor scoop them out from under you.

