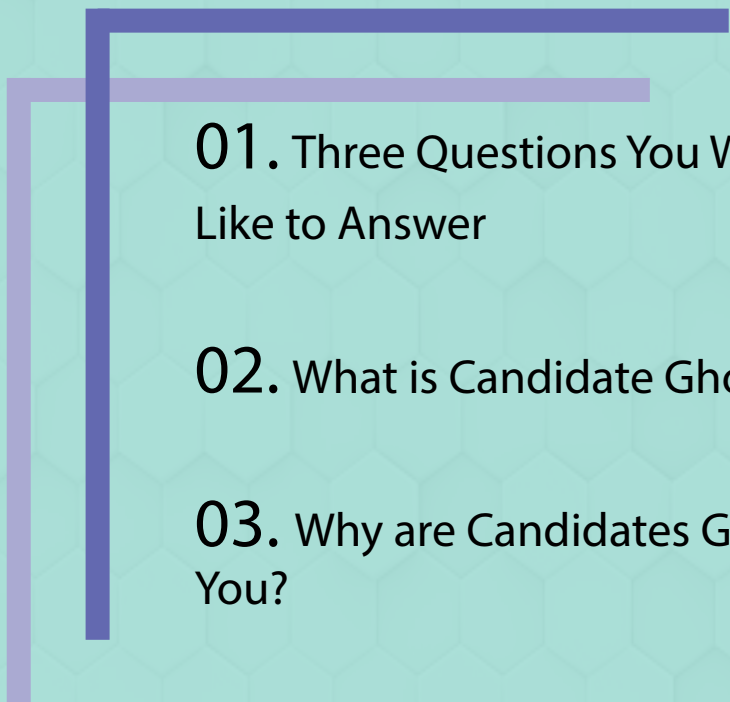**Rchilli**

PARSE | MATCH | ENRICH

Thanking HR Technology for an Easy Recruitment

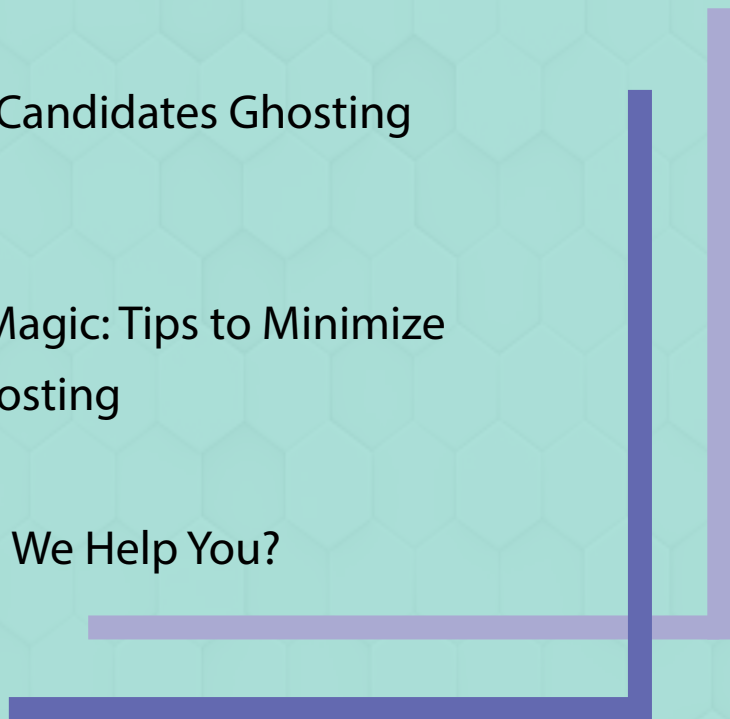How it Saves Us from Candidate Ghosting?

What Will You See:

Three Questions You Would Like to Answer

01.

Are candidates leaving your website?

02.

Do you need a reliable solution to deal with this issue?

03.

Is easy recruitment your ultimate goal?

If you are looking for the answers to these questions, continue reading...

What is Candidate Ghosting?

Candidate ghosting is when an engaged candidate leaves you abruptly without giving a prior indication or notice.

You might be thinking that this concept is relevant for relationships or dating, but the fact is that it is affecting the recruitment space too. Companies are watching a trend these days that the most promising candidates are vanishing in a blink of an eye.

Would you like to know more about this concept and how it is affecting recruitment?

95% of recruiters have experienced candidates disappearing after an interview.

Source: LinkedIn

Why are Candidates Ghosting You?

Have you ever experienced a no-show by a candidate?

Don't worry, you are not alone in this!

We are living in a candidate-driven market. Qualified candidates are free to grab the best opportunity for them.

Any recruiter can experience candidate ghosting.

But the question is: What are the reasons that candidates have to ghost you?

Let's find them out.

28% *of workers have backed out of an offer after initially saying yes.*

Source: RobertHalf

Do You Have Your Hiring Process Structure in Place?

A well-defined hiring process brings fruitful results. If it lacks planning, it will affect your recruitment. When a candidate appears for an interview and receives the information that the interviewer is not available, it gives a poor candidate experience.

Ask yourself:

1. Do you have a team of hiring members?
2. Do your team members know the minimum requirements of the job?
3. Have you defined the timeline for interviews, time to hire, etc.?

Are Your Job Descriptions Effective?

If your job descriptions are too generic or misleading, candidates might apply but lose interest later. Another scenario can be that they visit your website but switch to another website just because they do not feel connected with the job description.
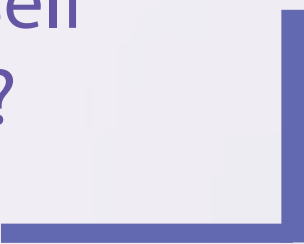
Do You Have a Strong Employer Brand?

Is your employer brand well-aligned with your company brand? Candidates research about your company before applying for a job position. If you do not have a strong employer brand, candidates tend to get skeptical before applying.

Also, candidate experience is related to the employer brand. Making the candidates fill repetitive information even when they uploaded their resumes is a put-off. This does not give a positive candidate experience.

92%

of candidates would leave their current jobs for a role at a company with an excellent reputation.

Are You Ready to Save Yourself
from Candidate Ghosting?

See the Magic: Tips to Minimize Candidate Ghosting

Improve Candidate Experience

Treat your candidates like your customers. Making the candidate experience responsive should be your priority. There are a few simple steps that can enhance the candidate experience quickly.

1. Allow the candidates to submit their resumes on the go. With the help of a resume parser, candidates just need to upload their resumes and the fields will be automatically filled in by the parser. Thus, candidates can submit their job applications quickly.

2. Timely communication about every recruitment process builds trust among the candidates. They can track their progress online or you can send emails, informing them about every step.

3. Always address candidates' queries. If recruiters find it difficult to answer them, use a chatbot.

Hire Faster

Speed is very important when it comes to hiring candidates. The best way to hire quality candidates is to hire faster.

1. Calculate the number of days in hiring candidates- The leading organizations hire candidates within 20 days. Set a benchmark for yourself.

2. Adopt new methods to reduce interview scheduling delay- Use video interviews or telephonic interviews to minimize this delay and make hiring happen quickly.

3. A quick interview process- Finish your interview process as soon as possible if the candidate has another offer in hand.

Adopt a Data-Driven Approach

Data will do the magic and make you work in the right direction to get free from candidate ghosting.

1. Keep a track of the time when you are ghosted- Identify the areas when candidates leave your website and do not come back.

2. Find solutions- Using data to find the right solutions to tackle this issue is the right approach.

3. Keep a record- Track how many candidates ghosted you and what results do you get after taking the corrective actions.

How Can We Help You?

Providing an amazing candidate experience is the key towards saving yourself from candidate ghosting.

Would you be interested in knowing how our recruitment analytics solutions can help you provide a positive candidate experience?

About RChilli

RChilli is the trusted partner for parsing, matching, and data enrichment, providing companies, in 50+ countries, with solutions built for the future of technology and recruiting. RChilli's innovative products, backed by an industry-leading tech stack, power the processing of 4.1 billion+ docs a year for 1600+ top global recruiting platforms. Enabling companies to hire better talent faster since 2010, RChilli is ISO 27001:2013, SOC 2 Type II, and HIPAA certified and GDPR compliant.

RChilli also has its multilingual resume parsing app available on Oracle Cloud Marketplace and Salesforce AppExchange.

Schedule a Demo

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