

CANDIDATES IN THE JOB MARKET PLEASE BE MINDFUL OF THIS!



I have recently blogged about the recruitment industry and processes for clients using agencies where I have a pretty accurate and well-rounded opinion of, but I have not yet blogged about working with candidates and there is something I recently have experienced that I would like to raise.

It seems to have been a common trend that even a recruiter with my experience seems to be experiencing in a particular industry now that I am heavily recruiting within. I have always had a very low ratio of candidates deciding to pull out of an interview once raised and never have I been on the end of a “no Show” to an interview!

What is this embarrassing situation I find myself in and does the candidate know what damage they have caused themselves with that company? I suggest not and this is why I need to explain what the aftermath is after a candidate decides not to show up for any interview and goes off the radar.

First and foremost, you have just blacklisted your CV and/or any future applications for a role with that business. Don't underestimate the memory of the Hiring or HR Manager of the name of a candidate that has decided not to show up without an explanation for a role that they hold dearly to them to fill.

Secondly, they will talk amongst other businesses in the surrounding area that work in a similar field and tell them to not touch you with a barge pole and the reasons why, causing the candidates bad reputation to go further than you think.

And thirdly, what message does this send in your industry? Unfortunately, there is a common trend amongst certain industries that this happens in, so why does the calibre of candidate fall short in the recruitment process for a certain type of skill set?

I suspect that the candidates feel there is plenty of companies recruiting, so they will get a job elsewhere. They probably think that in 6 months' time they can reapply and they will get in at a

later date, for whatever their situation changed on the 1st interview planned and perhaps they think that they don't need the aide of that recruitment company again. Well let me tell you, recruiters are well connected and any well-connected recruiter will be working with other companies in the same industry, in the same location, so they will advise prospective employers to avoid certain candidates because of letting them down.

So, this is why candidates need to be mindful of not showing up for an interview arranged. Have the courtesy of making a call and asking to re-arrange or that you want to pull out, the amount of respect you gain from the recruiter is massive, or if you don't want to have "that" conversation then send an email or text, so the recruiter has the chance to save any bridges being burnt with that company, so you have the option of applying in the future.

A no show is not cool or clever and the damage you cause yourself is irreversible, so please candidates out there be mindful of this.