

Seven Reasons We Don't Get Call Backs, Move Forward on Jobs We Are Great Fit For

The following was compiled in October 2015 by Tom Ingram with input from 25 people in the CSNIT job leads group and two very strong recruiters (Foster Williams and Oti Swaim.)

I FOUND IT EXTREMELY HELPFUL IN TAILORING MY WORK SEARCH (I am 55+, very tenured, expensive and specialized.)

- 1. No Urgent Compelling Need (30-40% of the time):** Job Not Really Solid, No Urgency, Not A True Open to Hire, Consulting Firms Trolling for Resumes, Boss says “no” after finding a candidate, Job is not really defined – using interview process to figure out skills they want to hire for
- 2. Screened Out As Too Expensive, Too Tenured, Too Old, Likely To Get Better Gig And Move On (10-30% of the time):** Our recruiter friends argue that age discrimination does not really happen much. I agree that written or direct evidence of age discrimination is carefully avoided, but I think it still happens informally – on a large scale.
- 3. HR People / Recruiters Too Busy, Overloaded, Under Paid, Turnover (30%+ of the time)**
- 4. Screened Out By Recruiter / HR On “Least Effort” Basis (20-30%+ of the time)** Examples: Don't have 4 year degree, PMP, ITIL or other Certifications. Resume not traditional, e.g. no long tenure with same employer. Especially prevalent in IT and technical fields with junior recruiters who are overwhelmed
- 5. We Are Fooling Ourselves, Really Not a Top Candidate (30%+ of the time)**
- 6. Internal Or Other Candidate Already Chosen (20-30% of the time)**
- 7. We Submit Bad Resume, Bad Application, Not Really Putting Best Foot Forward (10-20% of the time)**

Southlake Focus Group in Dallas and the Industrial Executive “Help A Buddy, Stay Connected” network have some great tips for dealing with these problems. Join us if you can-

Tom Ingram