

RECRUITING

Anyone applying for a job is dealing with professionals. Those who understand this prepare differently.

Recruiting is the counterpart to the application process – from the company's perspective. Both sides face similar challenges: companies are looking for suitable candidates, while candidates are looking for suitable roles. In times of skills shortages, both compete for the best opportunities – companies for talent, and candidates for attractive positions with sought-after employers.

For job seekers, it pays to learn from recruiters. While individuals may face a job application situation only every few years, on the other side they encounter professionals – people who recruit daily, recognise patterns, and assess candidates. Many strategies from recruiting can be applied to job search and applications.

The prerequisite is to see yourself as the entrepreneur of your own career. Those who adopt this mindset learn from the other side – rather than feeling at its mercy.

Articles on recruitment (all articles)

- Applying and recruiting work like investing
- Ghosting in recruitment and applications