

Press release
August 2018

Two-thirds of Australian jobseekers have turned down a dream job after businesses leave them hanging

- 63% of Australian jobseekers have accepted a second-choice job offer because their preferred employer took too long to make a hiring decision.
- 30% have waited six weeks or more to hear back from a potential employer after an interview.
- 93% believe it is reasonable to wait up to one month – from initial application to getting a final offer.

Sydney, 14 August 2018 – Long, complex recruitment processes are harming businesses' chances of securing top talent, according to independent research commissioned by [Robert Half](#). According to the study of 1000 Australian jobseekers, two-thirds (63%) of candidates have taken a second-choice job offer because their preferred employer took too long to give them an answer.

With two in three (66%) jobseekers saying they lose interest in the role if the hiring process takes too long, the research has found that hiring managers are taking their time to get back to jobseekers. More than half (56%) of candidates have waited longer than a month to hear back about a role for which they have interviewed, while 30% have waited longer than six weeks – and 19% even over two months. Merely 3% got feedback on the same day.

This contrasts sharply with candidates' expectations of the hiring process. The overall majority (93%) believe it is reasonable to wait up to one month – from initial application to getting a final offer. Only 9% think it's acceptable to wait for over a month.

"Employers are in a fiercely competitive battle to find the right skills and talent to take their businesses forward, and they cannot afford to alienate potential workers with long drawn-out hiring processes," said **David Jones, Senior Managing Director for Robert Half Asia Pacific**.

"Top candidates know their skills are in demand, which makes it all the more worrying that so many are turning down their dream job because they've been left waiting for so long."

"While it can take time to narrow down a large number of candidates and to conduct thorough interviews, if companies fail to adapt their recruitment process to the expectations of today's candidates, they will increase the risk of losing out on the best talent on the market," continued **David Jones**. *"Businesses need to conduct an in-depth review of their entire interview process from initial outreach to final job offer, to ensure that they are striking the right balance for today's candidates."*

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Notes to editors

About the research

The study was developed by Robert Half and conducted in December 2017-January 2018 by an independent research company among 1000 jobseekers in Australia.

About Robert Half

Robert Half is the world's first and largest specialised recruitment consultancy and member of the S&P 500. Founded in 1948, the company has over 325 offices worldwide providing temporary, interim and permanent recruitment solutions for accounting and finance, financial services, technology, and

administrative professionals. Robert Half Australia has offices in Brisbane, Melbourne, Mount Waverley, Perth and Sydney. More information on roberthalf.com.au.

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