percent of survey respondents lose interest and pursue other roles, while 16 percent decide ...

Aug. 19, 2016

Timing is everything, the saying goes, and for firms trying to hire it could make the difference between securing the candidate and losing out.

For almost six in ten workers **(57 percent)** in a Robert Half survey, the most frustrating part of the job search is the long wait after an interview to hear if they got the job. Nearly one-quarter **(23 percent)** lose interest in the firm if they don't hear

back within one week after the initial interview; another **46 percent** lose interest if

"Professionals in fields such as compliance, cybersecurity, big data and finance can receive four to six offers within a week," said Paul McDonald, senior executive director of Robert Half. "Candidates with several options often choose the organization that shows the most interest and has an organized recruiting process."

Hiring managers who fail to make timely decisions face a number of consequences, most notably losing candidates. When faced with a lengthy hiring process, **39 percent** of survey respondents lose interest and pursue other roles, while **18 percent** decide to stay put in their current job. Nearly one-third (**32 percent**) said a protracted hiring process makes them question the organization's ability to make other decisions. "The hiring process provides a window into the overall corporate culture," McDonald noted. "If people feel their career potential will be stifled by a slow-moving organization they will take themselves out of the running."

How long a timeline is considered too long? The survey results may surprise some hiring managers. From the day of the initial interview to the day an offer is extended, the largest percentage of workers – **39 percent** – said a process lasting 7-14 days is too long. **Twenty-four percent** of respondents felt a timeframe of 15-21 days was too lengthy.

Hiring is one of the most important decisions a company makes, and the risk of making a mistake causes some firms to draw out the process, adding days or weeks until a final decision is reached. But doing so often results in losing top candidates and starting the search over from scratch. "The key takeaway is for firms to tighten their timelines without skipping steps," McDonald said. He offers the following steps to help consolidate timelines:

- **Determine the need** – Is it full-time or project/temporary? Is anything preventing you from hiring the right candidate now?

- **Gather the stakeholders** – Set the timeline for the hiring process and get

final decision. If there is a delay, ask them to give them an updated timeline. Silence can indicate a lack of interest and encourage people to pursue other roles.
- **Make the offer** – Make a verbal offer contingent on satisfactory reference and background checks. Be prepared to negotiate salary and perks, and set the start date.

Payroll

CPA Practice Advisor is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors.