Tech professionals vs recruiters: how software engineers experience recruitment in Berlin

Team Caissa







Hi, I'm a recruiter!







She's a recruiter!!!







SURVEY: RECRUITMENT JOURNEYS FROM BERLIN TECH



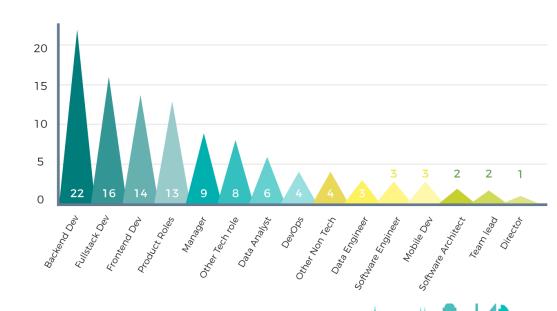




- Yes
- No



- Full-time
- In-between jobs
- Freelancer
- Part-time

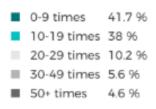


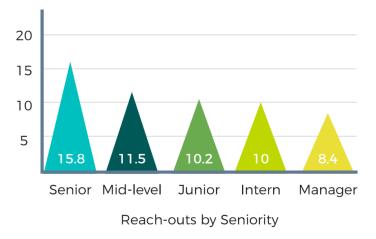


REACH-OUTS













FRUSTRATION WITH RECRUITERS



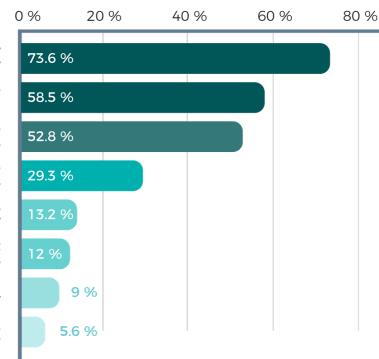
Third-party recruiters make up 72.9% of recruitment reach-outs. This is consistent with what we found in the 2017 & 2018 surveys.

The 3 largest frustrations with reach-outs are:

- non-relevant positions
- inattentiveness
- generic messages

What does this tell us?



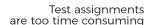






FRUSTRATION WITH THE PROCESS





The recruitment process takes too long

Hiring managers don't provide timely feedback

Interview questions are somewhat irrelevant to the job

There are too many steps in the process

I am treated as just another database entry

HR and the hiring managers don't exchange interview feedback

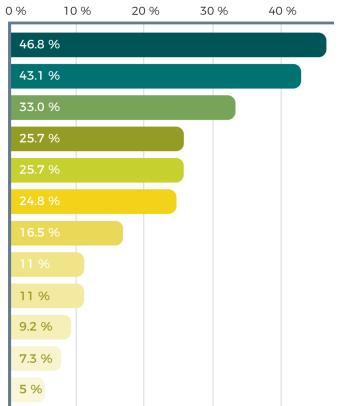
The process is too unstructrured

Tech team is not involved in the process

The entire thing is too formal

The interviewer is not well prepared for the interview

The interviewer asks very personal questions



These are the issues that stressed our respondents the most during the recruitment process.



INTERVIEW TYPES: IMPORTANT VS USELESS



The most important 3:

Technical interview

Interview with the CTO

Lunch with the team

105 79

The most useless 3:

Whiteboard Interview

Day in the Office

Home Assignment

MOST USELESS INTERVIEW STAGES

MOST USEFUL INTERVIEW STAGES





TIME-TO-HIRE



Most people in Berlin get hired within 1-4 weeks. Very rarely it's over 3 months.

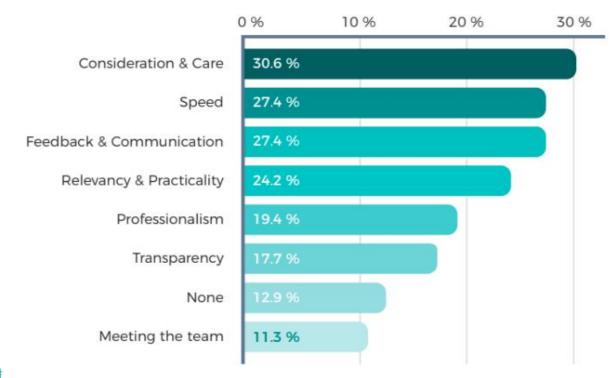






INGREDIENTS OF A GREAT RECRUITMENT PROCESS





This is what makes a recruitment process an outstanding experience.



ACCEPTING THE OFFER



How surprising Strong company culture is that?

Flexible office time

Experienced (more senior) colleagues

Opportunity to work remotely

Number of holidays

Financial security of the company

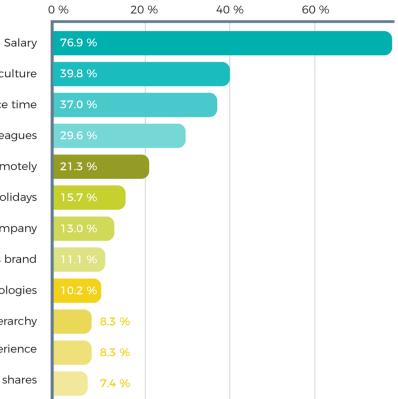
The company's brand

Freedom to choose technologies

Horizontal hierarchy

Great recruitment experience

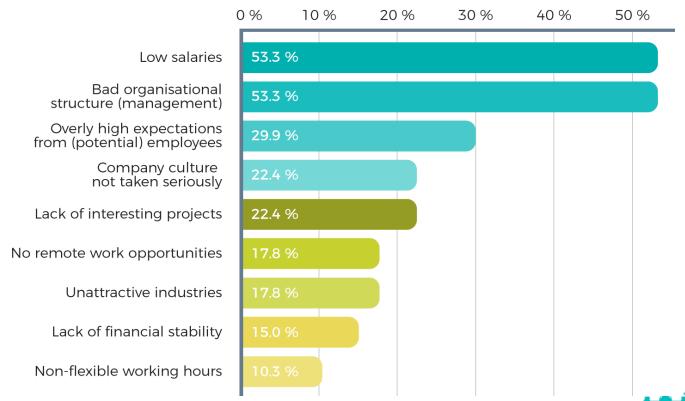
Company shares





TECH COMPANIES IN BERLIN: CONS

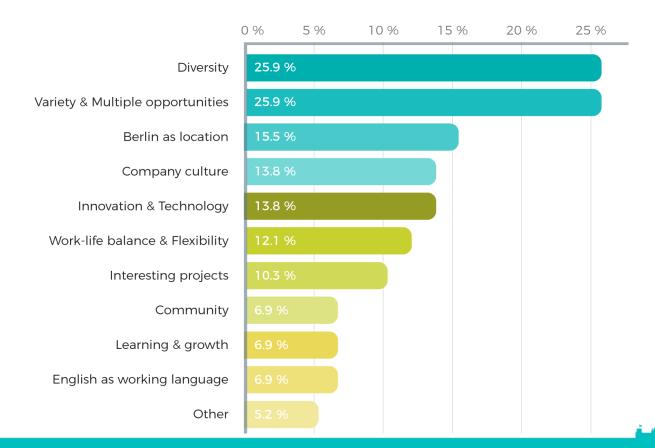






TECH COMPANIES IN BERLIN: PROS









WHAT DO WE MAKE OUT OF THIS?







What is your next move?



info@caissa-global.com



