

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

Team Caissa



Hi, I'm a recruiter!



She's a recruiter!!!

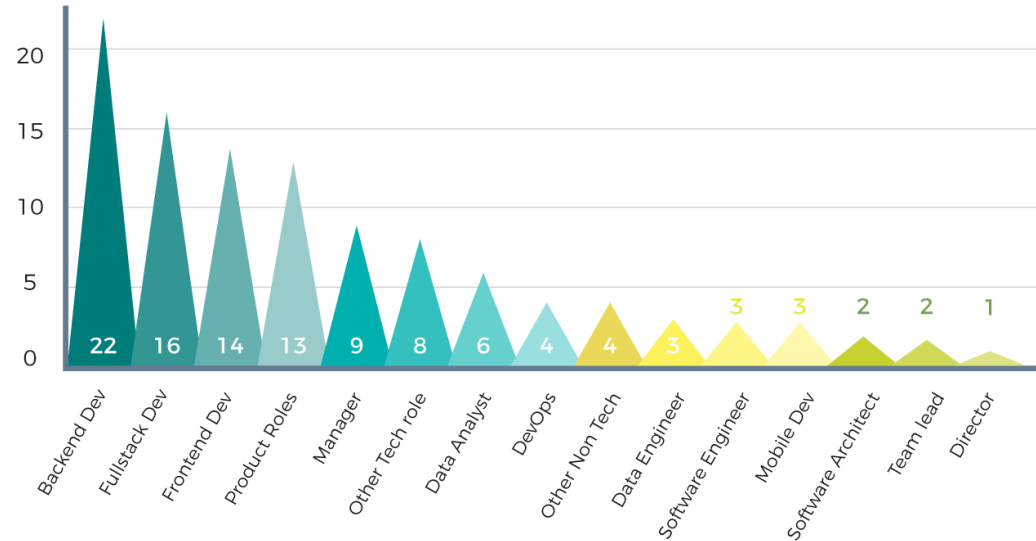


SURVEY: RECRUITMENT JOURNEYS FROM BERLIN TECH



Job search in Berlin in last 2 years

- Yes
- No



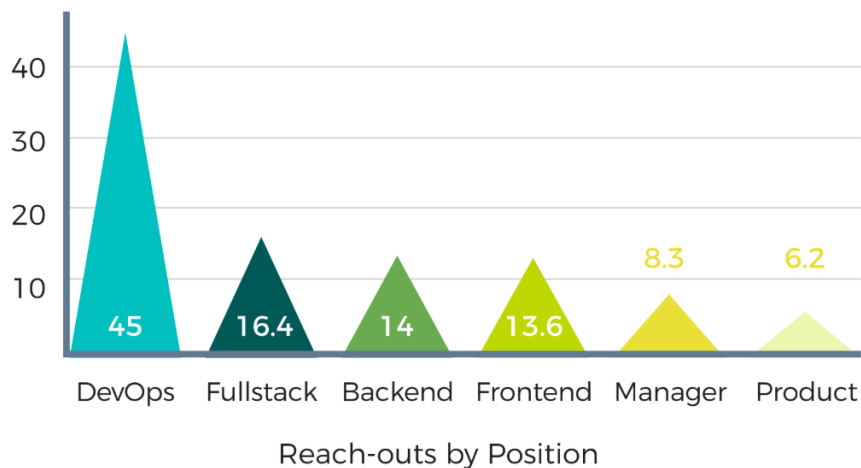
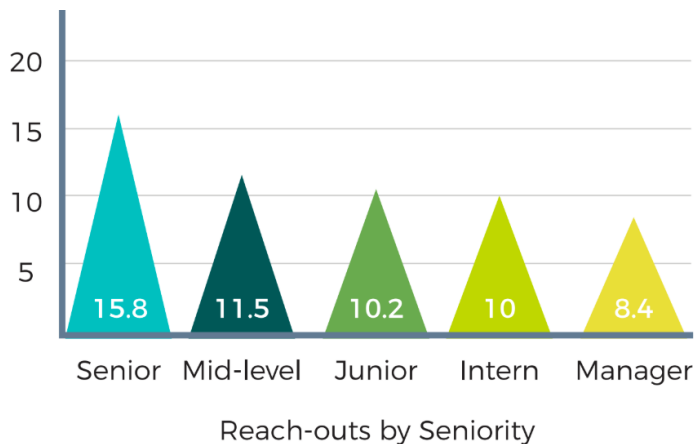
- Full-time
- In-between jobs
- Freelancer
- Part-time



REACH-OUTS



- 0-9 times 41.7 %
- 10-19 times 38 %
- 20-29 times 10.2 %
- 30-49 times 5.6 %
- 50+ times 4.6 %



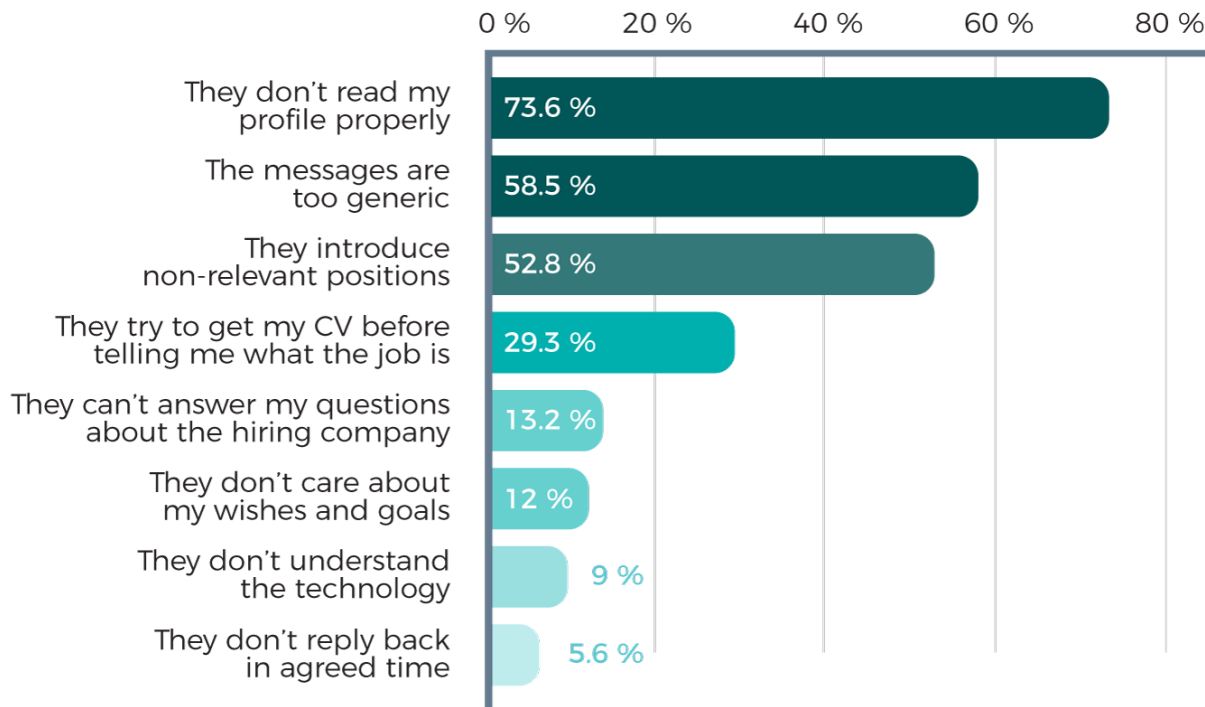
FRUSTRATION WITH RECRUITERS

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

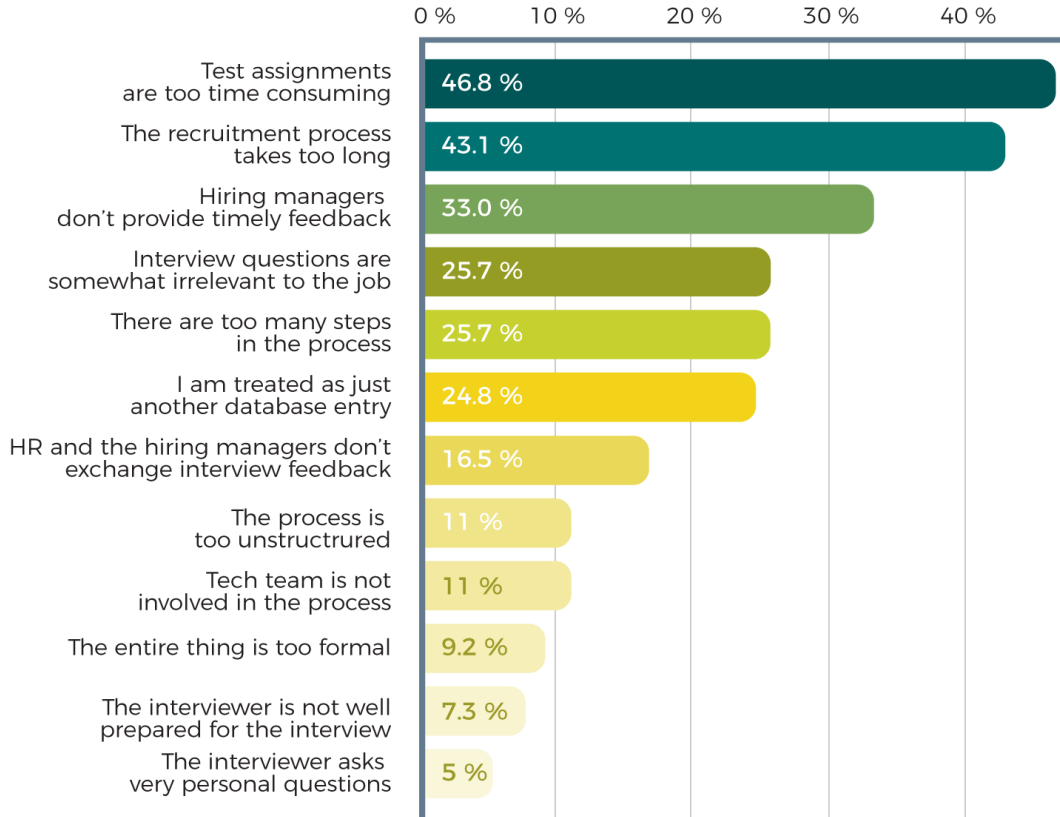
The 3 largest frustrations with reach-outs are:

- non-relevant positions
- inattentiveness
- generic messages

What does this tell us?



FRUSTRATION WITH THE PROCESS

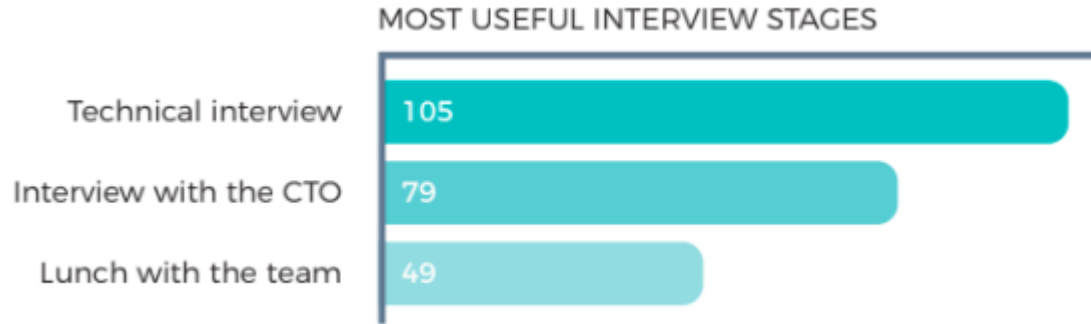


These are the issues that stressed our respondents the most during the recruitment process.

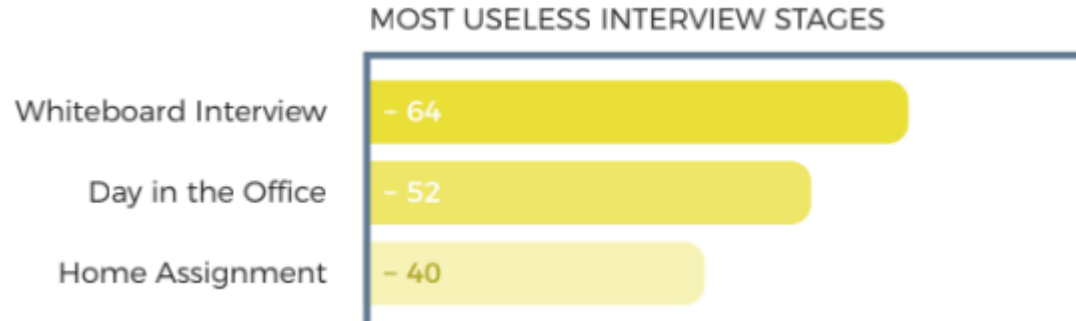


INTERVIEW TYPES: IMPORTANT VS USELESS

The most important 3:



The most useless 3:



TIME-TO-HIRE

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



■ Less than a week	9.2 %
■ 1-2 weeks	24.8 %
■ 2-4 weeks	42.2 %
■ 1-3 months	20.2 %
■ 3 months +	3.7 %



INGREDIENTS OF A GREAT RECRUITMENT PROCESS

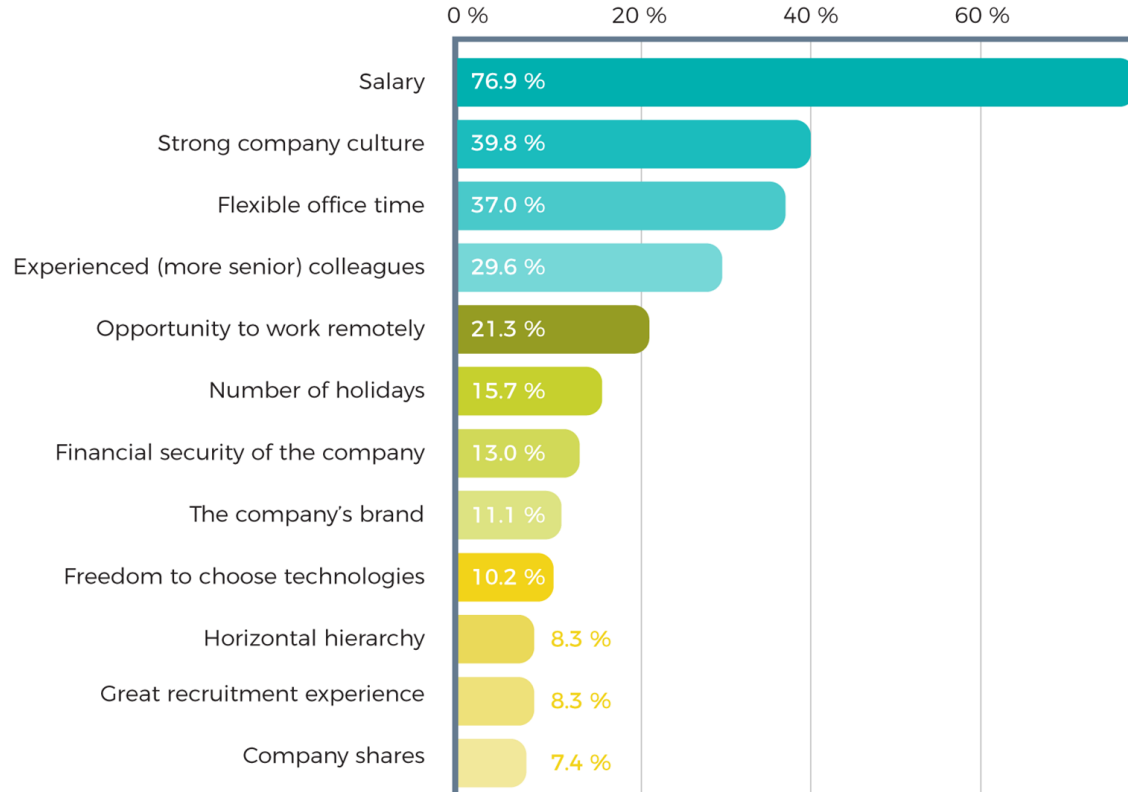


This is what makes a recruitment process an outstanding experience.



ACCEPTING THE OFFER

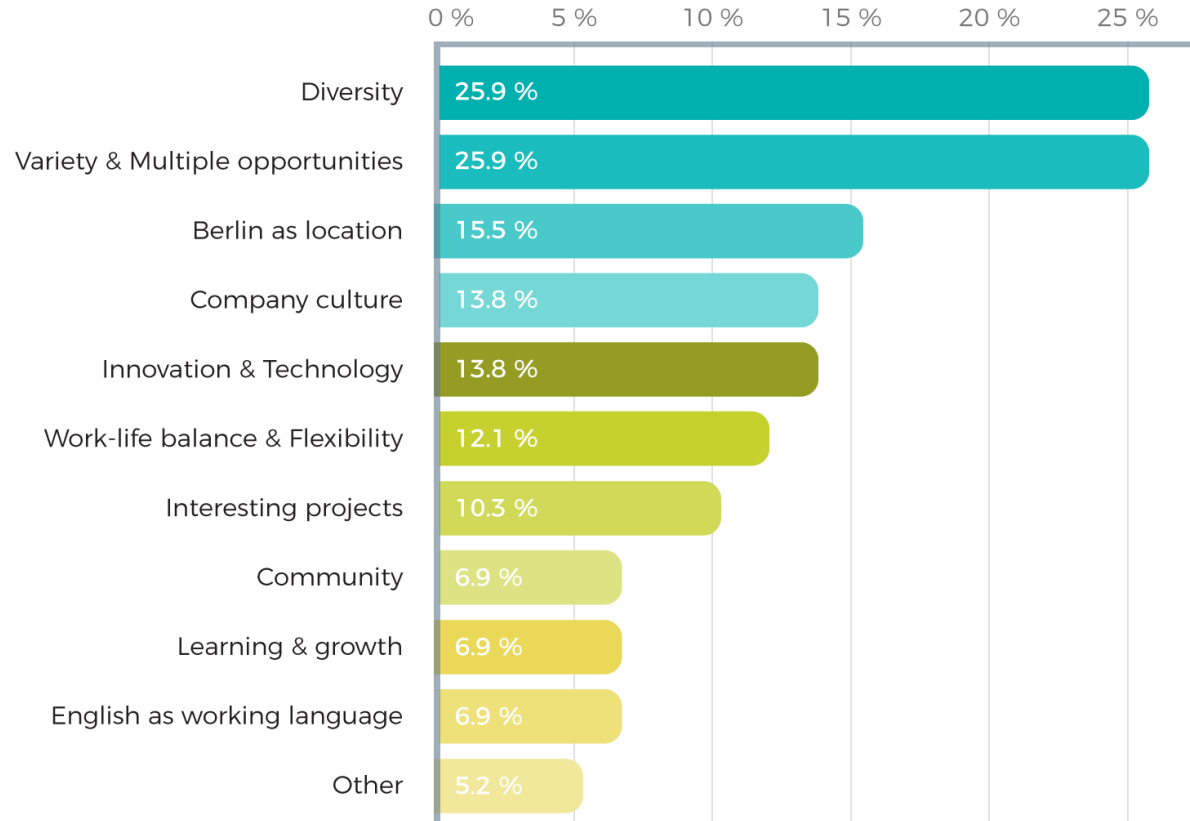
How surprising is that?



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

