



Is recruitment broken?

And when I say “broken,” I don’t mean beyond repair, I mean there are clear gaps on both sides.

Here’s what stood out:

- “We hired someone who looked great on paper but couldn’t do the basics.”
- Candidates aren’t prepared for interviews or don’t know how to prepare.
- There’s an over-reliance on AI, and not always in the right way.
- Many employers lack training on how to interview neurodivergent candidates effectively.
- Candidates still don’t know what to include (or exclude) on a CV.
- The wrong questions are being asked at interview stage.
- Businesses are focusing on short-term fixes instead of long-term succession planning.

So, what’s the real issue?

- A lack of training, guidance, and alignment, on both sides of the hiring process.
- Candidates need better support to present themselves and perform.
- Businesses need better tools and awareness to assess fairly and hire effectively.

Recruitment shouldn’t feel like guesswork; it’s a process and should not be rushed.