

# Solving the top 4 challenges recruiters face today

From rapid changes in technology to evolving job seeker demands, today's hiring market is full of challenges. We've identified the top four, along with some insights to help solve them.



## CHALLENGE #1

### Lack of quality candidates

We consistently hear that employers are still having a hard time finding quality candidates. If recruiters are lacking the quality they're looking for, matching technology can help. With Smart Sourcing on Indeed, you can get a shortlist of candidates delivered to you immediately when you post a job. Matches are based on the keyword relevancy of your job post and job seeker resumes, job seekers' search activity on Indeed and how recently job seekers have been on the site. This helps our matching algorithms present you with the most relevant candidates who are demonstrating interest in new opportunities.

**44%**  
of Australian employers say there's a lack of applicants with the required skills<sup>1</sup>

**94%**  
of employers report saving time hiring through Indeed<sup>4</sup>

## CHALLENGE #2

### Too many manual tasks

When we hear that 71% of HR leaders say they've missed a key hire due to inefficient processes,<sup>2</sup> and that 92% of employers are interested in hiring platforms designed to improve their efficiency and help save them time,<sup>3</sup> it's time to lean into new technological innovations such as AI. Resume searches and interview scheduling are tasks that can easily be sped up with automation, making hiring more efficient and helping recruiters get to great candidates faster. That's because spending time on manual tasks is time that could be spent building and nurturing genuine relationships with candidates.

## CHALLENGE #3

### Responsiveness

Nobody likes to be ghosted, and we hear complaints about it from recruiters *and* job seekers. Since some candidates have walked away from a job opportunity due to poor communication, recruiters can set themselves up for success by being transparent with candidates about when they can expect to hear back. Even better, immediately contact and interview candidates or generate editable AI-powered messages so candidates do hear from you frequently and stay in the loop throughout the entire hiring process.

**88%**  
of Australian job seekers say they've applied for a role and never heard back.<sup>5</sup>

**92%**  
of Indeed Smart Sourcing users agree that its collaboration features help their hiring teams save time<sup>7</sup>

## CHALLENGE #4

### Disconnected teams and tools

Many recruiters still use a number of different tools and platforms to find candidates. This can lead to more manual work if tools don't work together and more time wasted switching between multiple platforms. It can also make it difficult to collaborate with team members. Indeed works seamlessly across your teams and tools, sharing performance insights and candidate information and activity so you can collaborate and make decisions faster. You can also save time by syncing data to your ATS<sup>6</sup> so you can hire faster than the competition.

“ Smart Sourcing serves up appropriate candidates that tend to be more eager to respond and are active on Indeed. So we get both quality candidates that are a fit and a higher response rate than with another similar tool.”

*Scott Errickson, Divisional Director – Clinical Recruitment Behavioural Health, UHS of Delaware, Inc*

Citations:

- 1 Indeed Survey with YouGov 2024. Total N=5,650 job seekers and 3,651 employers
- 2 Findem, State of Hiring and Recruiting Report 2023, n=312
- 3 Harris Poll
- 4 Indeed U.S. Employer Survey, March 2023, (n=600)

- 5 Indeed Survey with YouGov 2025. Total N=1027 job seekers
- 6 Smart Sourcing is compatible with Workday, iCIMS, and Greenhouse
- 7 Indeed Survey, US (n=300)

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Connect with an Indeed Specialist today to learn more about how Indeed can help you with all of your hiring, all in one solution. Together, we can make hiring simpler, faster, and more human.