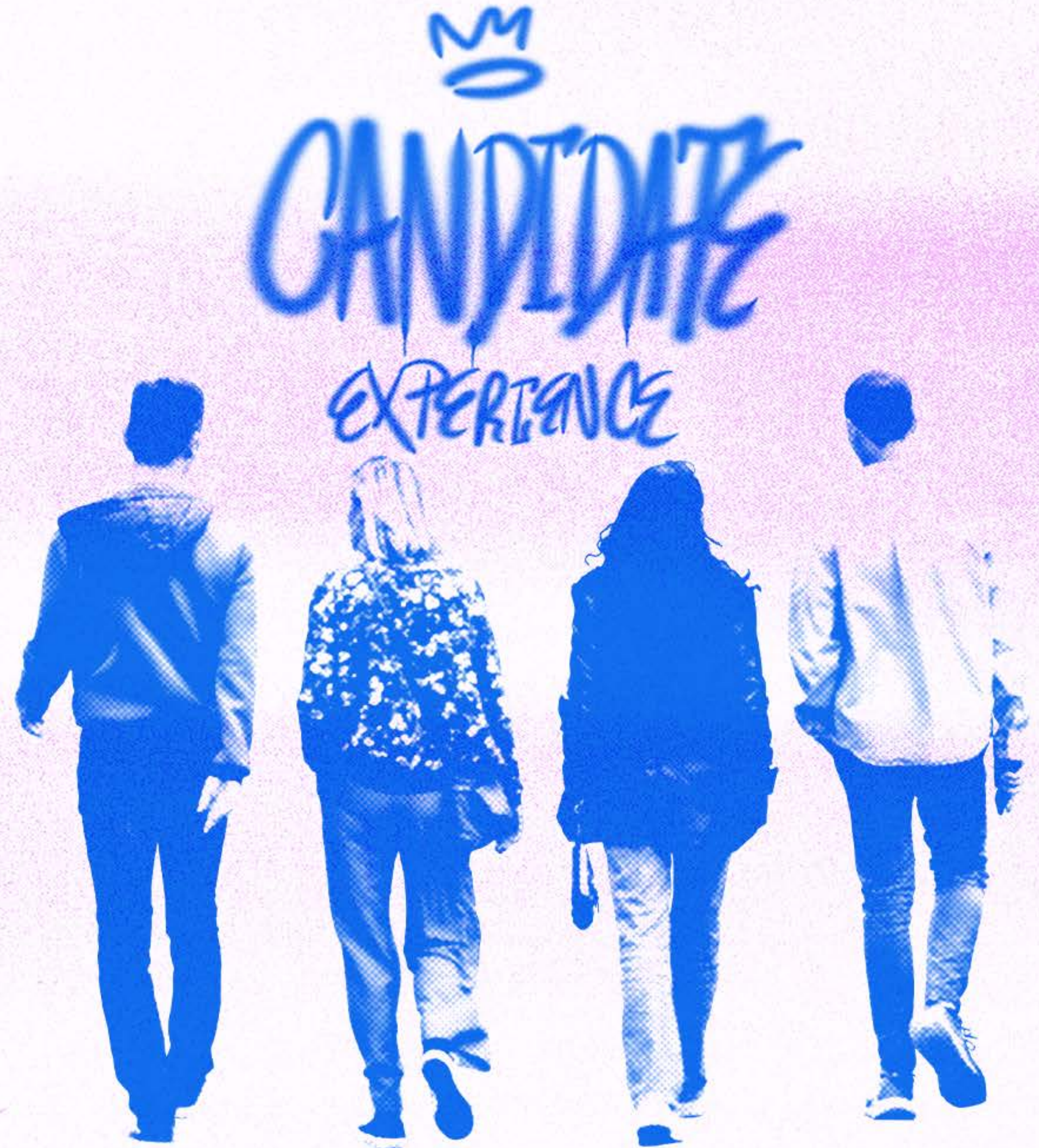NO FLUFF JOBS™

SQUARE ONE POLAND

What IT Job Candidates Wish You Knew About Recruiting

Candidate experience in IT in 2023

This is how candidates see you

There is no better source of knowledge about good practices in IT talent acquisition than the candidates themselves. It is their point of view that we have assumed to prepare this report, and their opinions and experiences that we have based it on.

We have divided the candidate journey in the recruitment process into four stages:

1. **searching:** browsing job postings
2. **applying:** first contact with a potential employer
3. **interviewing:** job interviews, communication with recruiters, recruitment tasks
4. **deciding:** mutual feedback, accepting/rejecting an offer

and that is how we present it here. The data were collected through a questionnaire directed at IT specialists from Poland, Hungary, the Czech Republic, and Ukraine (see more → **About the Study**.)

See highlights of the study

Who we are

No Fluff Jobs is a multi-industry job board operating in the Central and Eastern European region. With the ease and efficiency of recruitment in mind, we depend on data gathered regularly among candidates, recruiters and employers. The indispensable value that we believe allows effective recruitment is mutual respect, which is manifested in 100% of job advertisements at **nofluffjobs.com** including salary ranges.

Contents
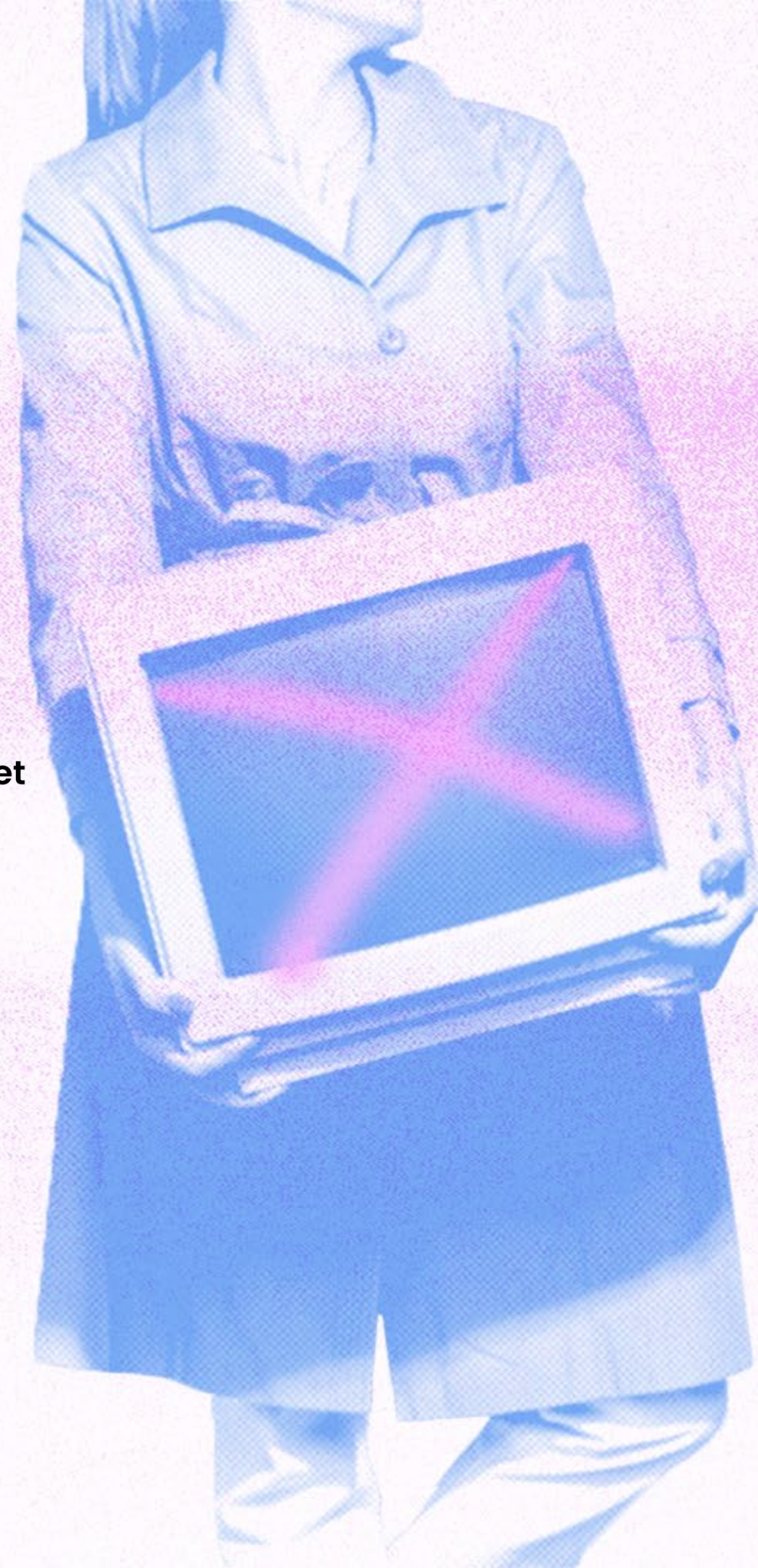
More than 50% of IT job candidates reject a job offer because of a bad impression made during the recruitment process*. This means that after tens of resumes reviewed, a dozen interviews, several weeks or months, and engaging many people, you could **lose half of the carefully chosen potential team members.** What can you do to avoid this?

If I had to sum up as briefly as possible what a successful recruitment process should be distinguished by, I would say: **respect and reciprocity.** These two values must be present at every stage, from job advertisement to the final offer to the candidate.

We believe that as a job board and a point of contact between employers and candidates, we have influence on what the mutual relations of these two groups look like and should look like, and we do not hesitate to use this influence. Improving these relationships leads to higher standards, but also higher effectiveness of recruitment**. That's why we do what we do, we research, we analyze, and today we are putting a report on candidate experience in IT in your hands. You will find hard evidence here that transparency works: it works both ways and it works wonders. By respecting the candidates' needs, you also respect your own time and efforts put into finding the perfect ones.

We have been emphasizing the importance of respect in recruitment since the beginning of No Fluff Jobs. We have seen tremendous improvement over these 9 years, and we feel proud that we are contributing to this change for the better with our actions. However, it is you, the candidates and recruiters, who deserve recognition for demanding respect, setting boundaries, making recruitment more friendly, respectful and mutual. And for reading reports like this one.

Magdalena Gawłowska-Bujok
COO NO FLUFF JOBS

NO FLUFF JOBS ™

* Result for all researched regions: 52.7%.
Results for particular regions: Poland 56.7%, Hungary 50.7%, Ukraine 46.7%, The Czech republic 40.9%.

**According to the Polish IT job board effectiveness research by MANDS (2022), No Fluff Jobs offers the best cost to valuable application ratio.

The IT industry has been known for its rapid growth and dynamism. However, with the current economic and geopolitical uncertainties and the recent wave of layoffs among tech giants, the sector has experienced a slowdown. A slowdown, but not a halt.

Developments in technology, such as AI or cyber-security, are increasing the demand for experts in specific fields. To attract the attention of top specialists, the way we conduct recruitment, whether we provide our candidates with the information they need and meet the standards they expect is critical.

A negative impression during a recruitment interview is the second most frequent reason for IT job offers being declined, right after low salary.

Therefore, how we guide candidates through the recruitment process significantly impacts success and shapes the employer brand (with both positive and negative ramifications).

A positive candidate experience is key to attracting top talent and streamlining the hiring process. It is, therefore, worth taking care of the candidate experience, particularly in the highly competitive IT market.

Jarosław Serba

CEO   SQUARE ONE RESOURCES POLAND

SQUARE
ONE POLAND

Highlights of the study

57%
of candidates reject offers because of a bad impression during recruitment

64%
of seniors/experts don't apply without salary ranges

48%
of IT candidates have applied despite not knowing the required technology

Job ads most often miss information about:
salary 80%
stages of recruitment 63%
development opportunities 50%

Only **4%**
have always received feedback from recruiters

Organizational culture is becoming more and more important to candidates
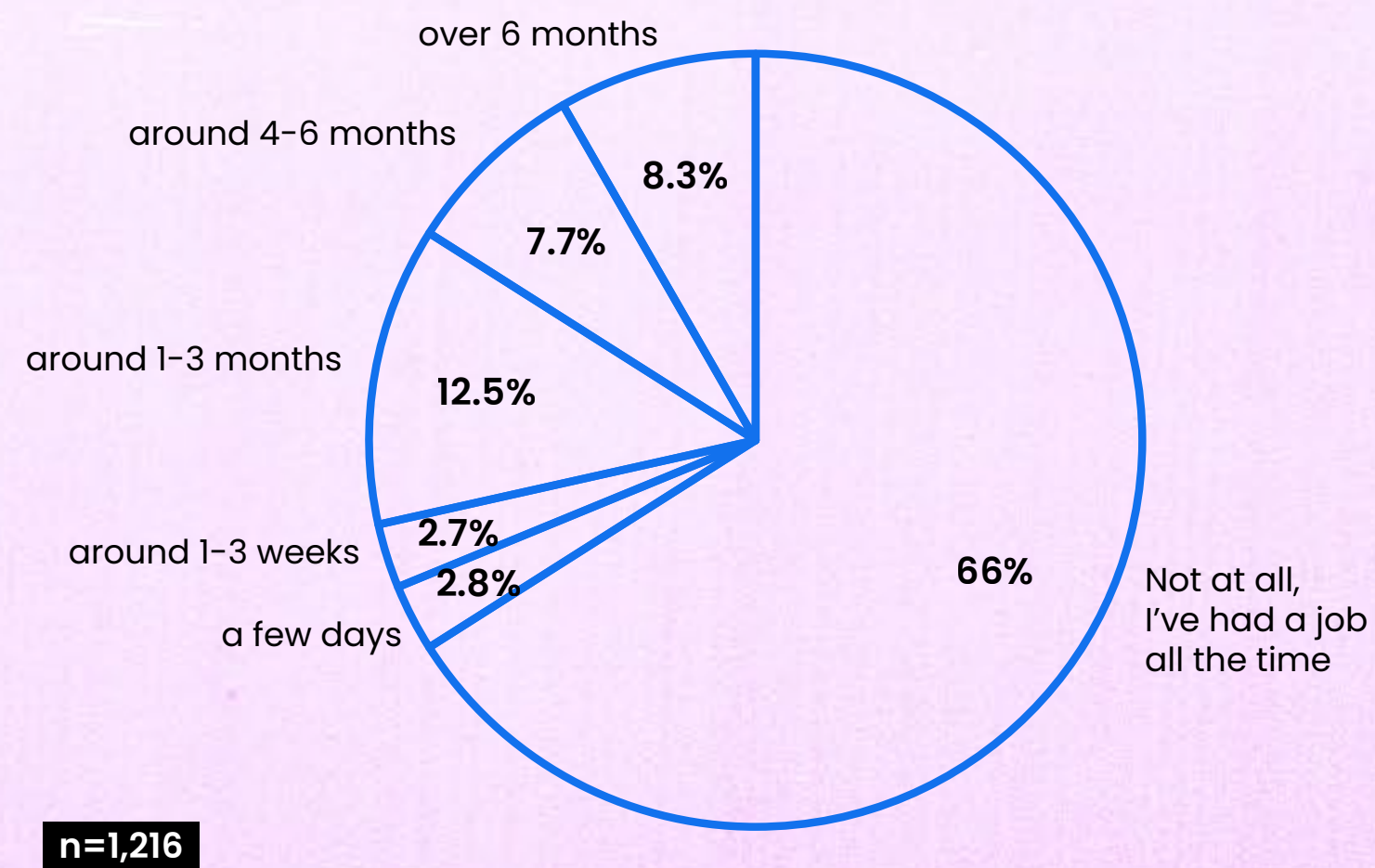
36%
2020 → **45%**
2023

In and out of employment

We asked the respondents if they remained employed during the last 12 months. Most of them were continuously employed (66%), but it's still surprising that 8.3% reported being without a job for as long as over 6 months.

Almost **half of the respondents think it was easier to find a job a year ago (47.6%)**. It doesn't come as a surprise considering the economic situation and the corresponding hiring freezes and mass layoffs.

Interestingly, there are **no significant discrepancy in results between different levels of seniority**. Either juniors, mids, or seniors – all groups had an easier time landing a job a year ago.

As for specializations, the two groups which see the biggest difference are **Frontend and Project Management** specialists. As many as 53% and 58% respectively find it more difficult to get a job now.

HOW LONG DID YOU REMAIN WITHOUT EMPLOYMENT DURING THE LAST 12 MONTHS?

- over 6 months — 8.3%
- around 4-6 months — 7.7%
- around 1-3 months — 12.5%
- around 1-3 weeks — 2.7%
- a few days — 2.8%
- Not at all, I've had a job all the time — 66%

n=1,216

IF YOU WERE LOOKING FOR A JOB A YEAR AGO, TELL US WHETHER YOU THINK FINDING A JOB THEN WAS... (OPTIONAL QUESTION)

- same as now
- rather more difficult
- rather easier
- definitely more difficult
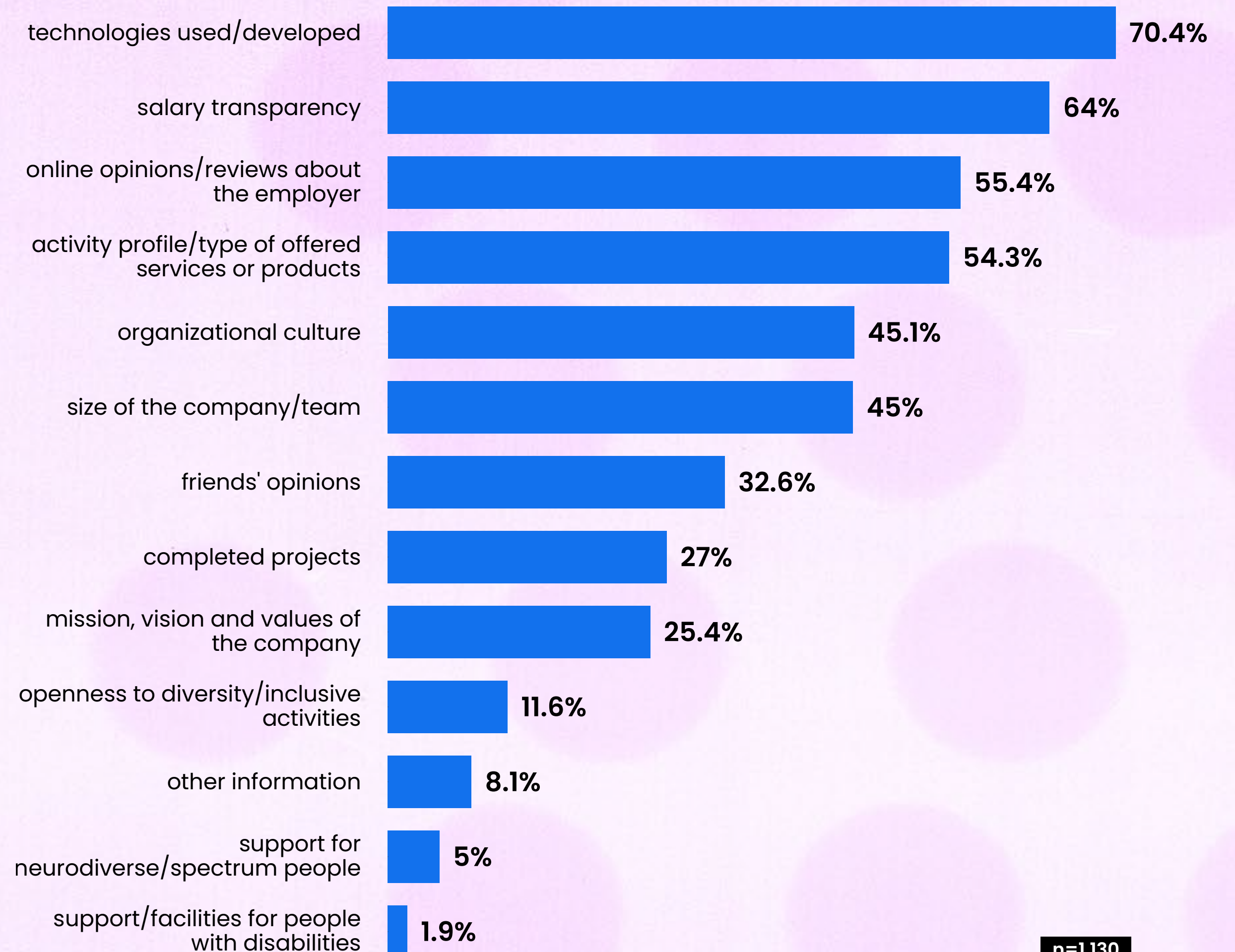- definitely easier

n=932
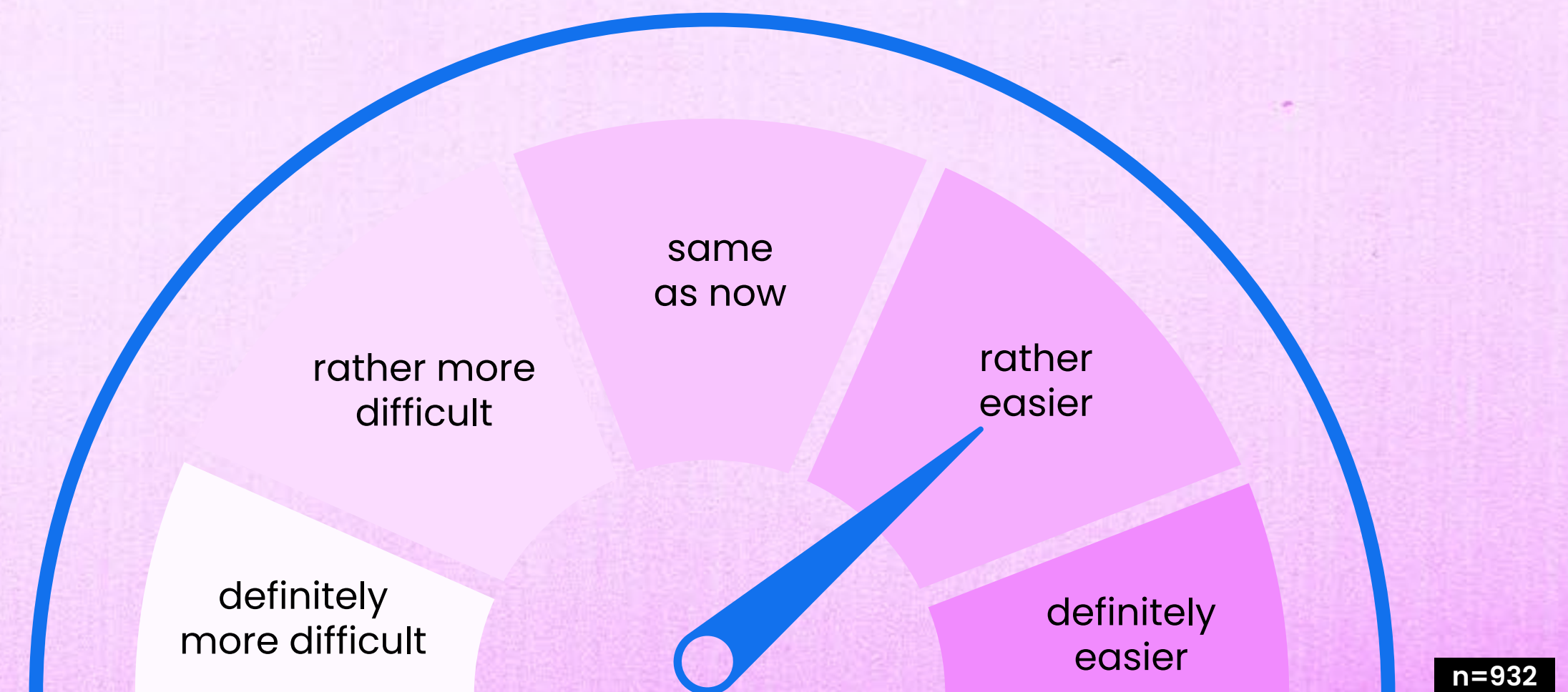
What candidates want to know

The number one thing that Polish IT candidates check before applying is the **technologies used and developed** at a company, as pointed out by **70.4%** of respondents.

Salary transparency is up there, too, with **64%** of IT professionals highlighting its importance. This shows that solely by not disclosing the salary range in your job postings, you make candidates **think less of you as an employer.**

Organizational culture has gained more importance over the last few years (45.1%), while online employer reviews, are less important than they used to be (71% in 2020 vs 55.4%).

Category	Percentage
technologies used/developed	70.4%
salary transparency	64%
online opinions/reviews about the employer	55.4%
activity profile/type of offered services or products	54.3%
organizational culture	45.1%
size of the company/team	45%
friends' opinions	32.6%
completed projects	27%
mission, vision and values of the company	25.4%
openness to diversity/inclusive activities	11.6%
other information	8.1%
support for neurodiverse/spectrum people	5%
support/facilities for people with disabilities	1.9%

n=1,130

A well-constructed job offer is fundamental. Although every recruiter knows how it should be structured and what the expectations of candidates are, there are still shortcomings that can determine a lower number of applications.

For IT job candidates, regardless of their experience, information about the technologies the company is using or developing is the most important thing in job offers. For experienced individuals, pay transparency is almost as significant. However, it's interesting that over 79% of respondents indicate this information is usually missing from job advertisements.

Additionally, the company's brand image on the internet is also crucial. As many as 55% of candidates, especially those seeking junior positions, pay attention to online opinions about employers and the company profile, including their services and products.

All indications suggest that transparency in the job search process is important not only in terms of salary but also in terms of communication and online image.
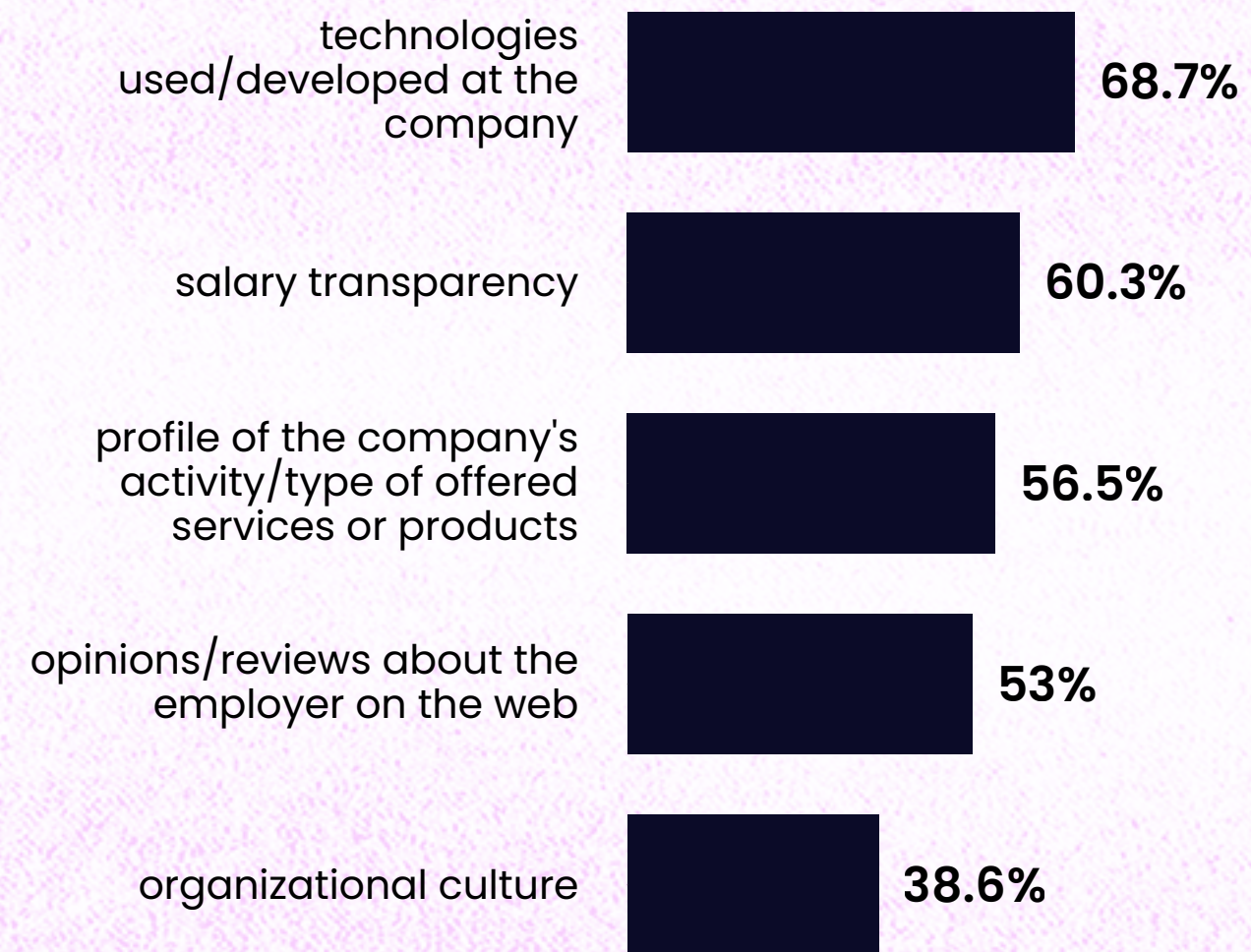
Kinga Jamrozik
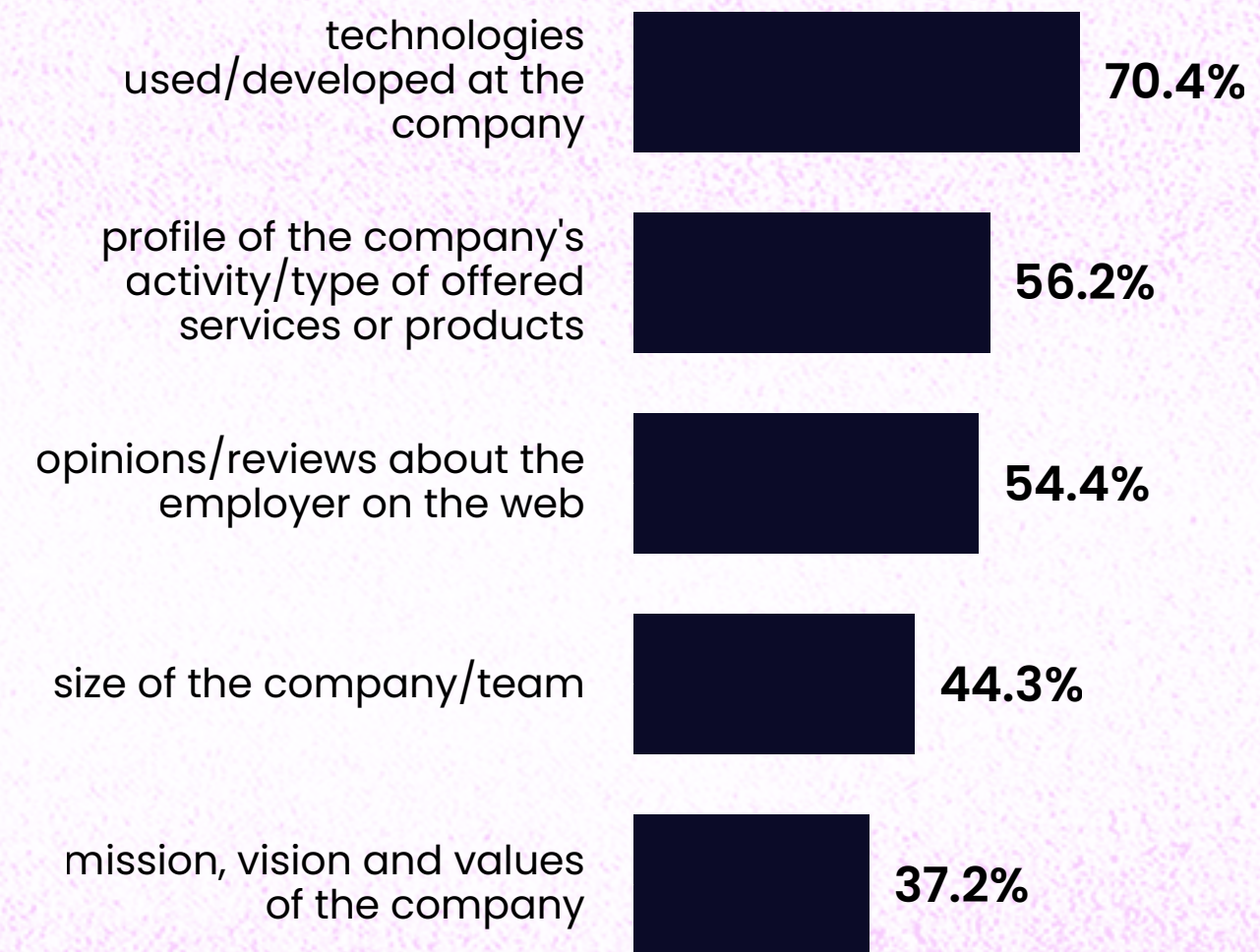
HR GENERALIST   SQUARE ONE RESOURCES POLAND

SQUARE ONE POLAND
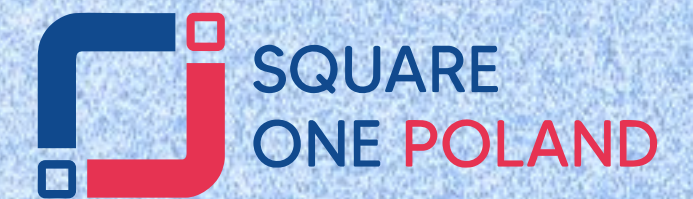
What kind of information do you look for before deciding to apply to a particular company? (multiple choice possible)

Hungary

technologies used/developed at the company	**68.7%**
salary transparency	**60.3%**
profile of the company's activity/type of offered services or products	**56.5%**
opinions/reviews about the employer on the web	**53%**
organizational culture	**38.6%**

n=452

The Czech Republic

technologies used/developed at the company	**70.4%**
profile of the company's activity/type of offered services or products	**56.2%**
opinions/reviews about the employer on the web	**54.4%**
size of the company/team	**44.3%**
mission, vision and values of the company	**37.2%**

n=226

Ukraine

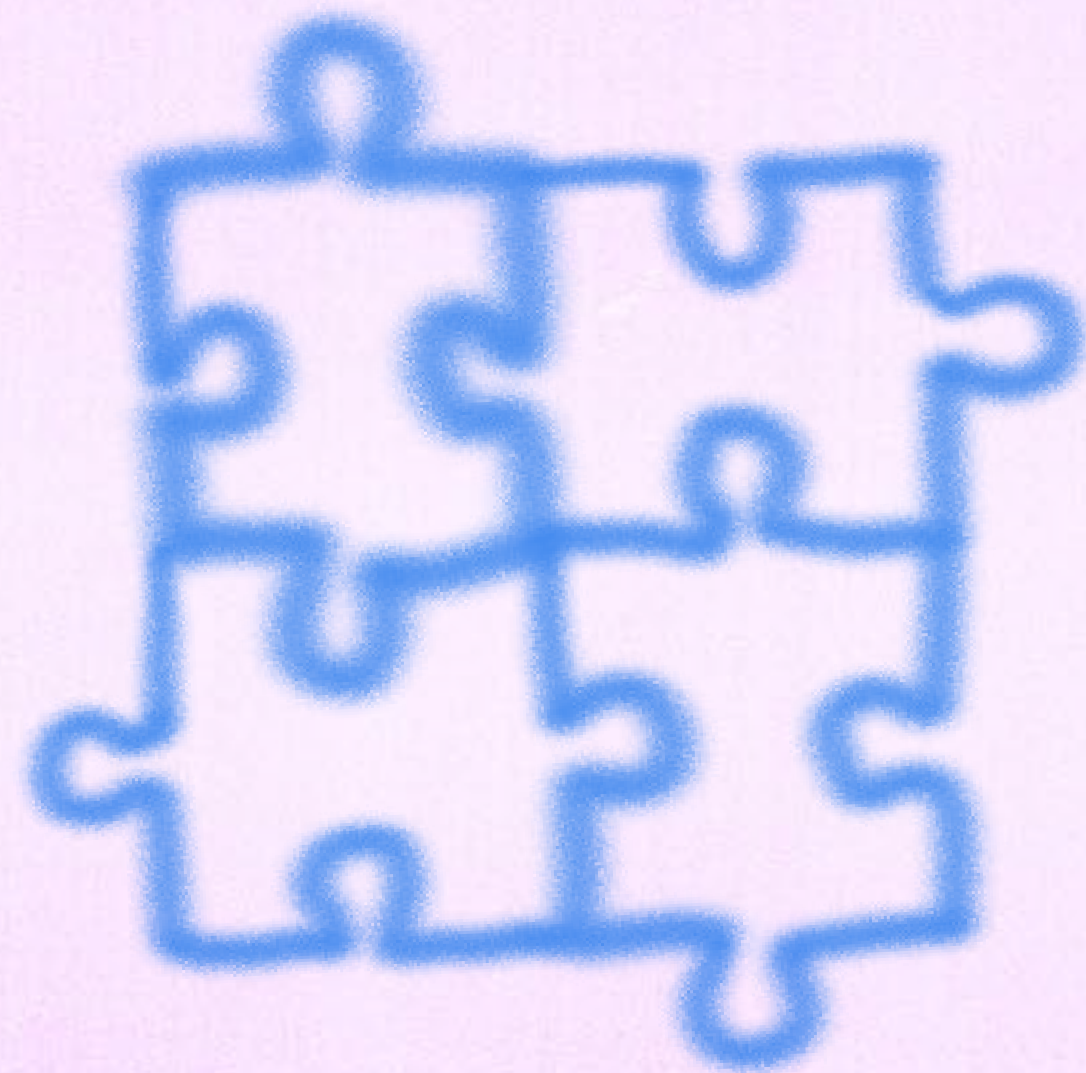|	
opinions/reviews about the employer on the web	**71.8%**
profile of the company's activity/type of offered services or products	**63.2%**
technologies used/developed at the company	**56.9%**
salary transparency	**43.1%**
organizational culture	**38.5%**

n=174

What candidates want to know

Culture fit and inclusion

Organizational culture gains more and more significance in the candidates' eyes. In the 2020 Candidate Experience report, 36% of IT professionals said they researched it before applying for a job. Three years later, it is already at 45%.

This means that almost half of your potential candidates want to know who YOU are. Keep that in mind while thinking of the About us section on your website or company social media. It's not enough to write one sentence about the company's philosophy, though. People want to see proof.

This information also counts more for women (51.4%) than men (40.6%). They rely more on other people's reviews of employers, too (61% vs. 52%).

We can see a pattern here: the less represented groups pay more attention to culture fit. 55% of queer respondents check the company's organizational culture before they apply, which is 10 pp more than in general. 27.9% of them make sure the employer is open to diversity and inclusion practices.

Their awareness of the needs of other groups is also higher. Despite no queer respondents being neurodiverse, over 30% care about the company's upport for those who are neurodiverse.

# Seek advice from experienced partners to become an inclusive organization

Autism is a distinct way of viewing the world and interacting with it. Only 2% of the 400,000 people on the spectrum in Poland are gainfully employed. It is a great loss for IT companies, which, even unknowinly, reject outstanding talent already at the recruitment process stage. Especially because **autism and the IT industry are a match made in heaven**. People with autism make exceptional specialists in areas of data analysis, recognizing patterns, writing code, test cases, reporting, etc.

This report proves that **precise communication in recruitment is vital in attracting neurodiverse candidates** (as pointed out by 22% of respondents) and that too much focus on social skills drives them away (6.5%). If neuroinclusivity is your goal as an organization, it is worth seeking the advice of a knowledgeable partner who will help you consciously manage the process at every stage of the employee lifecycle.

Marcin Myśliwczyk

COUNTRY MANAGER POLAND AUTICON

auticon
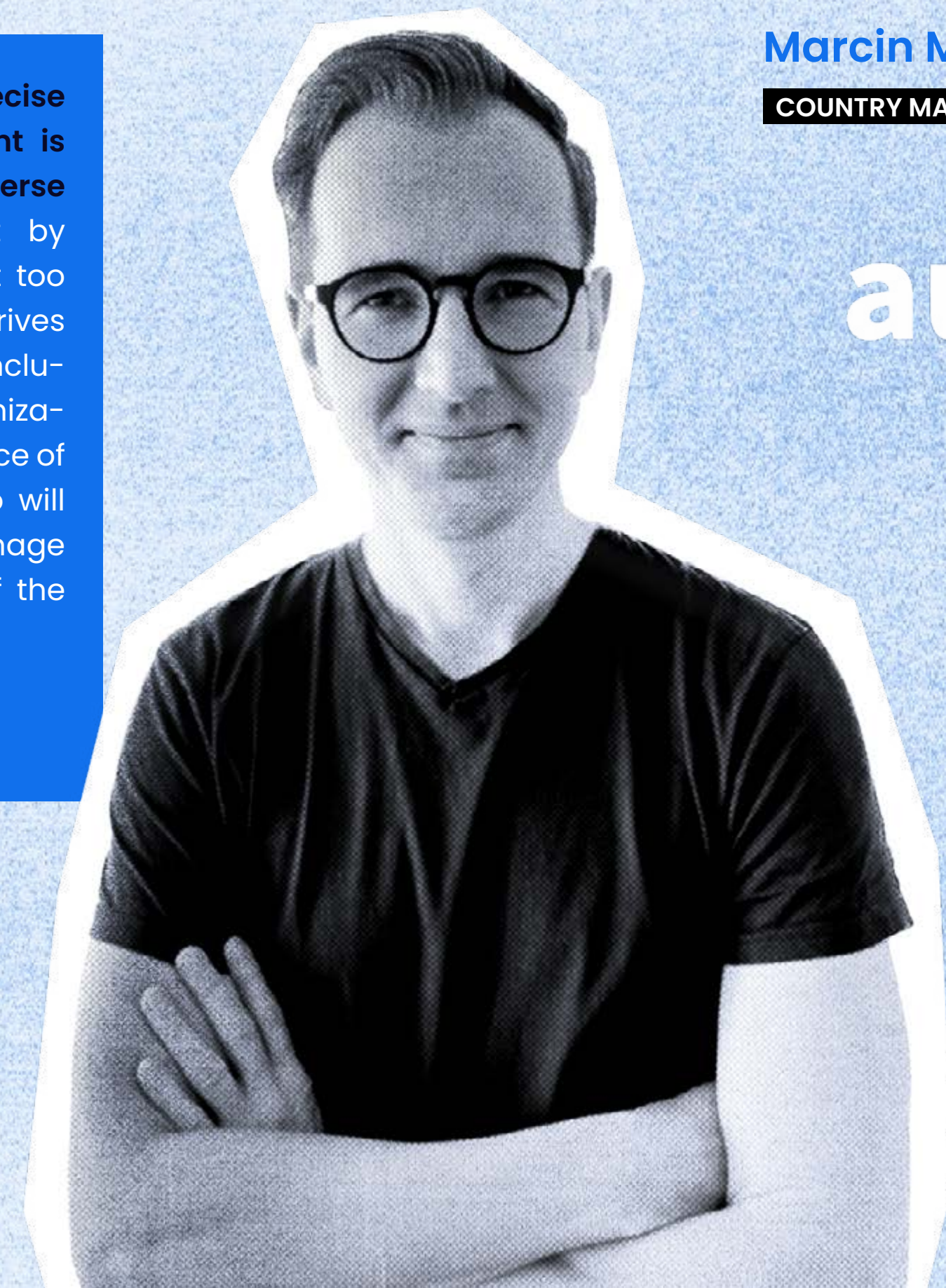
What you're not telling them

Similar to 2020, the thing that job ads miss most often are salary ranges. Close to 80% of candidates in Poland noticed this! The IT community has, once again, spoken: transparency is of the utmost importance.
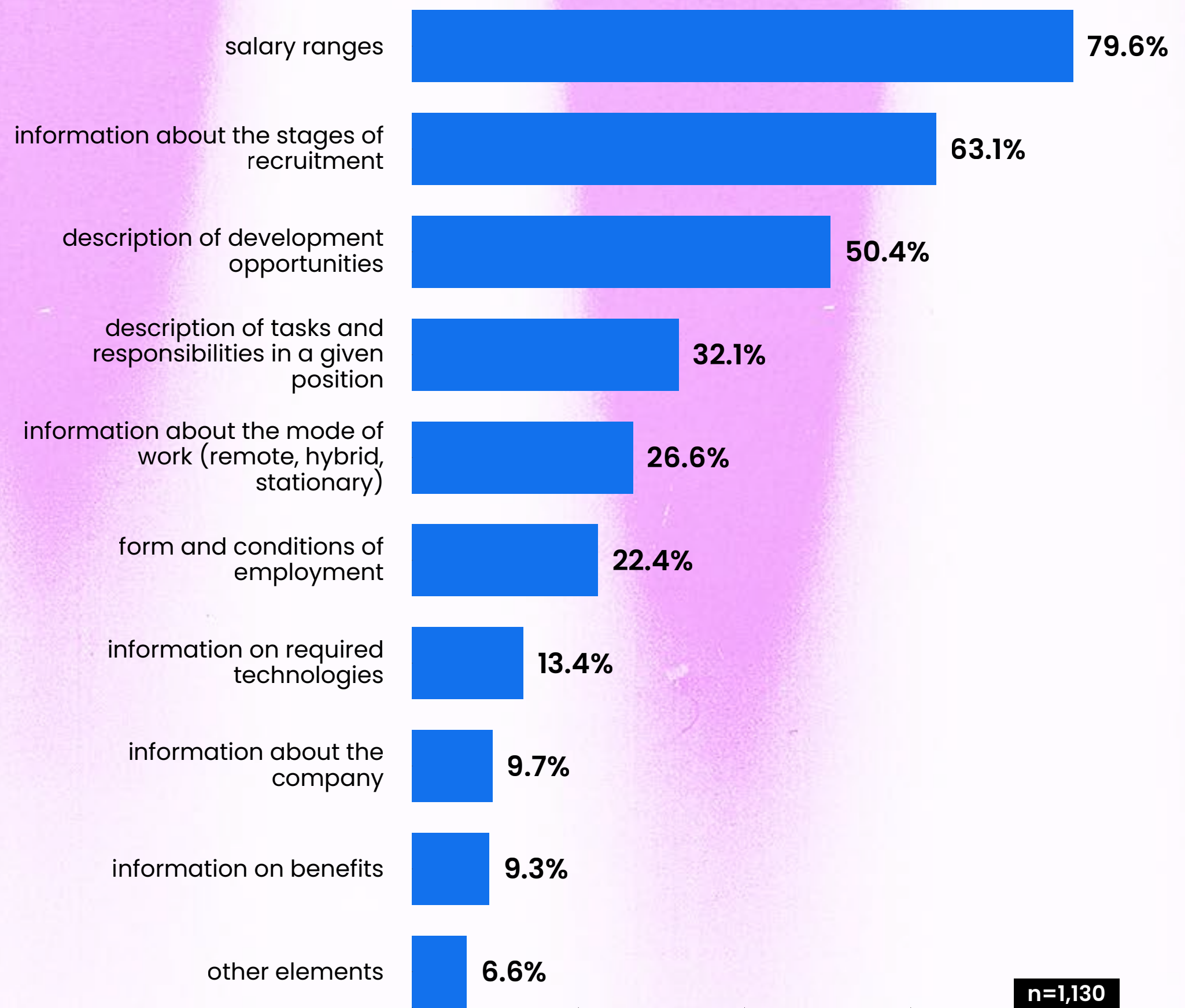
The higher the seniority level, the more specialists pay attention to salary ranges in ads. It's worth remembering, then, that it will be more difficult to attract an experienced candidate without information about pay.

63.1% of respondents pointed out that the ads lack information about the next **stages of the recruitment process.** IT candidates also attach great importance to the **development opportunities** in a given role, and **half of them notice that job postings omit this information.**

Interestingly, the top 3 elements that are most often missing are exactly the same as in 2020. We should still strive to be more attentive to the candidates' needs to make recruitment more effective. When we know what they think is missing, we know what they really pay attention to.

WHAT IS MOST OFTEN MISSING IN THE JOB ADVERTISEMENTS?
(SELECT MAX. 5 ANSWERS)

Category	Percentage
salary ranges	79.6%
information about the stages of recruitment	63.1%
description of development opportunities	50.4%
description of tasks and responsibilities in a given position	32.1%
information about the mode of work (remote, hybrid, stationary)	26.6%
form and conditions of employment	22.4%
information on required technologies	13.4%
information about the company	9.7%
information on benefits	9.3%
other elements	6.6%

n=1,130

What is most often missing in the job advertisements?
(select max. 5 answers)

🇭🇺 Hungary

salary ranges	88.7%
information about the stages of recruitment	55.9%
description of development opportunities	47%
information on benefits	37.7%
information about the mode of work (remote, hybrid, stationary)	30.4%

n=451

🇨🇿 The Czech Republic

salary ranges	77%
information about the stages of recruitment	55.3%
description of development opportunities	49.6%
description of tasks and responsibilities in a given position	35.4%
form and conditions of employment	21.2%

n=226

🇺🇦 Ukraine

salary ranges	80.5%
description of development opportunities	50%
information about the stages of recruitment	46%
description of tasks and responsibilities in a given position	36.8%
form and conditions of employment	33.3%

n=174

Insights360

Salary reports that YOU need. You choose the data, we generate it.

Access to live data from the IT job market.

Analysis of competition, salaries, and trends all in one place.

Insights360.
One report. All the answers.

Give it a try

All glitter, no gold

As mentioned before, the more experienced the candidate, the more important salary ranges are for them.
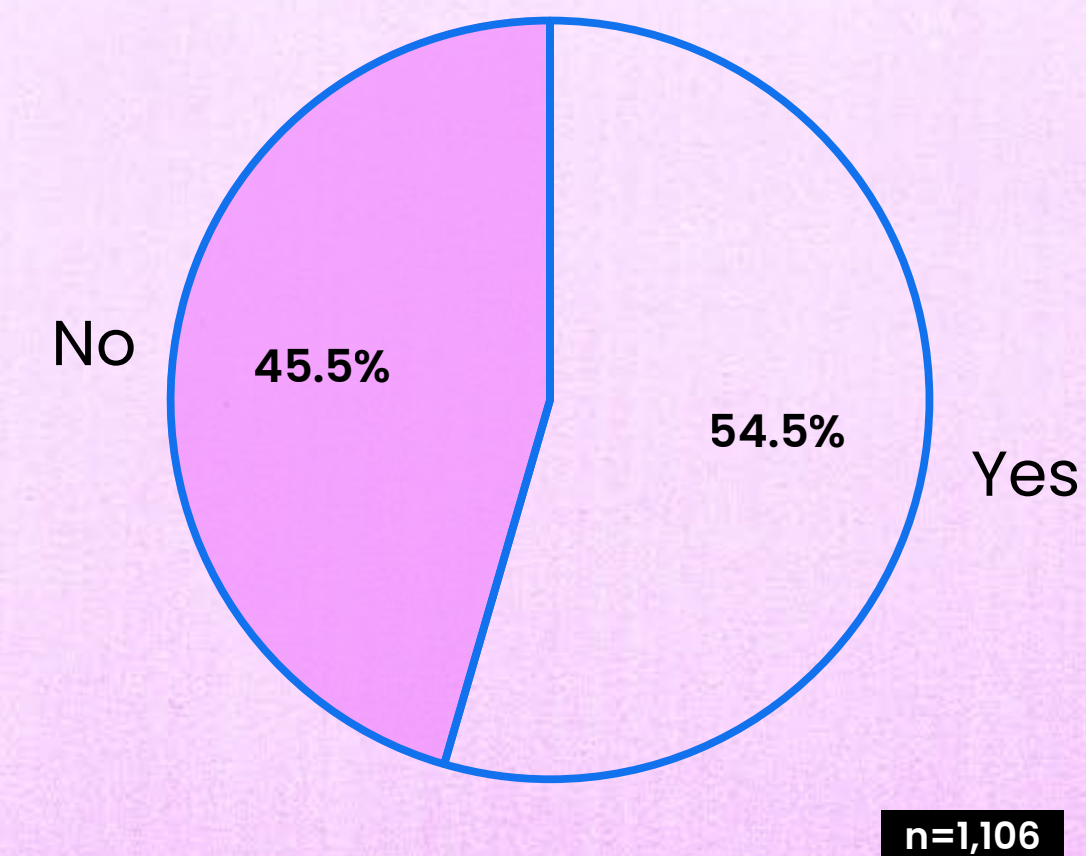
Since they're at the beginning of their professional journey, interns and juniors cannot really afford to sniff at job opportunities. Hence, most of them apply even without knowing how much they could earn.

But if you're trying to hire a mid, half of them will dismiss your offer just because it doesn't include the proposed salary. It's even more in the case of **seniors and experts – 64% of them ignore such postings!**
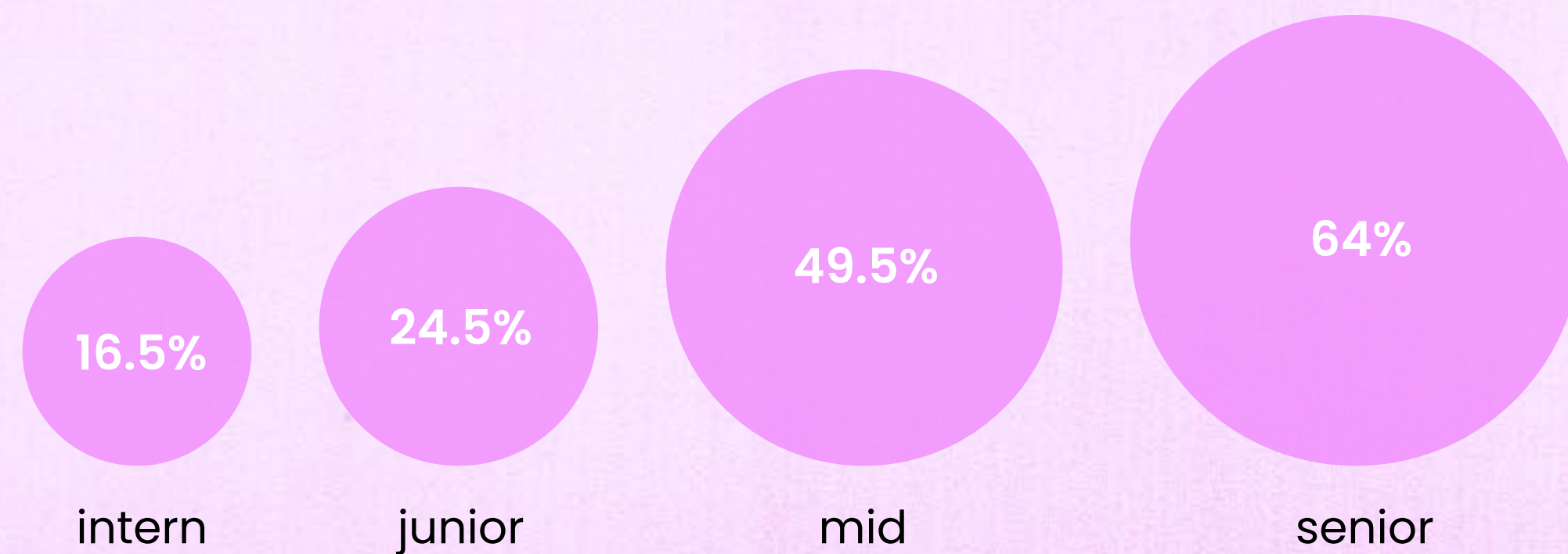
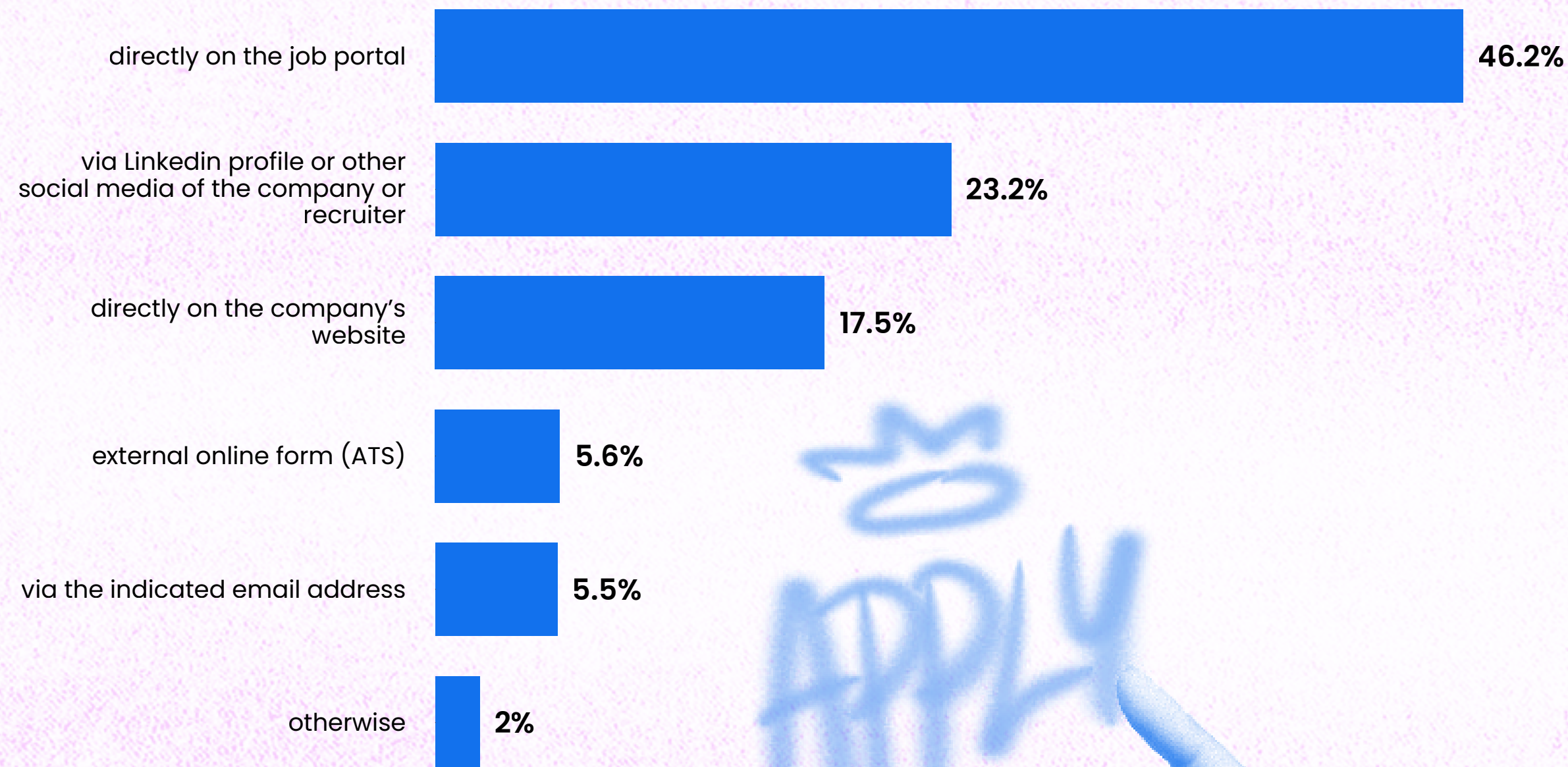**You lose nearly half of candidates by publishing job ads without salary ranges.**

DO YOU APPLY FOR JOB ADVERTISEMENTS WITHOUT SALARY RANGES?

16.5%
intern

24.5%
junior

49.5%
mid

64%
senior

No
45.5%

54.5%
Yes

n=1,106

Submitting job applications

HOW DO YOU PREFER TO APPLY FOR JOB ADS?

n=1,106

directly on the job portal	**46.2%**
via Linkedin profile or other social media of the company or recruiter	**23.2%**
directly on the company's website	**17.5%**
external online form (ATS)	**5.6%**
via the indicated email address	**5.5%**
otherwise	**2%**

If you love your ATS system, then you will not love this: **the majority of IT candidates prefer to apply directly through job portals or social media.**

As many as 88% of IT candidates have at least once left the application process because they were redirected from a job board to an outside ATS form*.

On **nofluffjobs.com**, before candidates go to the external ATS form, they can fill in their contact information within a job ad. This way, we can connect them later with the recruiter even if they don't complete the outside form and send a reminder message to the candidate. The contact will be automatically saved in the Employer Panel, too.

ATS – applicant tracking system; software used to help organize and track hiring processes and candidates' data in a company.

*"How do you search for jobs?" survey, 2022, No Fluff Jobs, n=430.
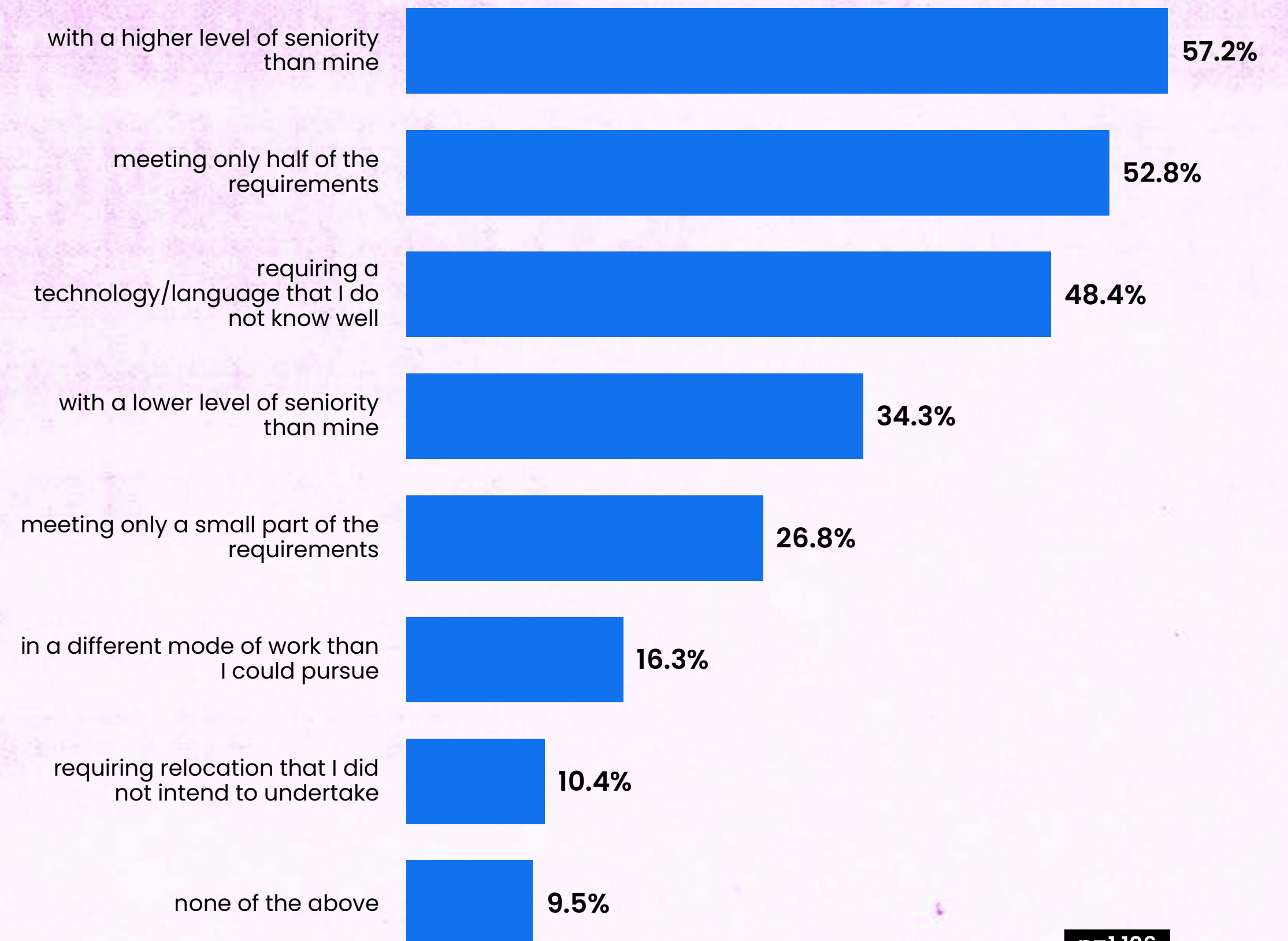
Applying no matter what?
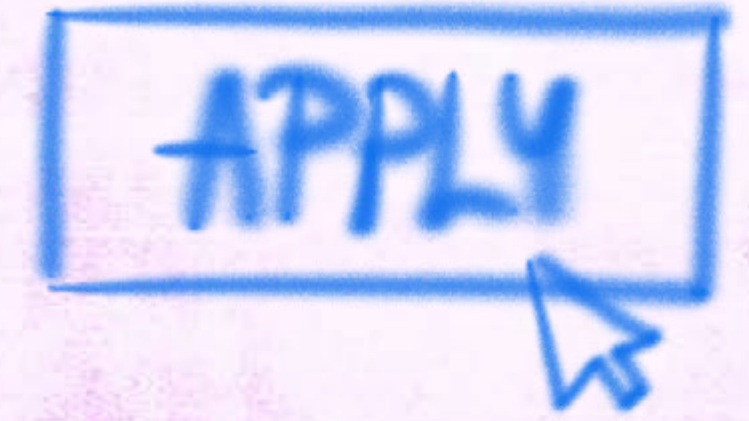
57.2% of IT candidates admitted to applying for positions requiring a higher level of experience than their own. On the other hand, 1 in 3 people applied for lower-experience positions.

It seems like candidates hope that the boundaries between these levels aren't always so rigid and want to try their luck anyway. It might mean more work sieving through applications for recruiters, but it can also mean more alternatives in case you don't find exactly who you wanted.

52.8% of them also applied to ads for which they only met half of the requirements, and 1 in 4 – only a small part. This seems rather counter-intuitive, considering the fact that the IT industry is viewed as candidate-driven.

It looks like either the candidates cannot find positions they are qualified for, or the requirements in job ads are inadequately described. We should be careful in assuming that they are just driven by wanting higher pay, especially in the light of the fact that 40.5% of senior/expert and 39.1% of mid specialists applied to lower-experience roles.
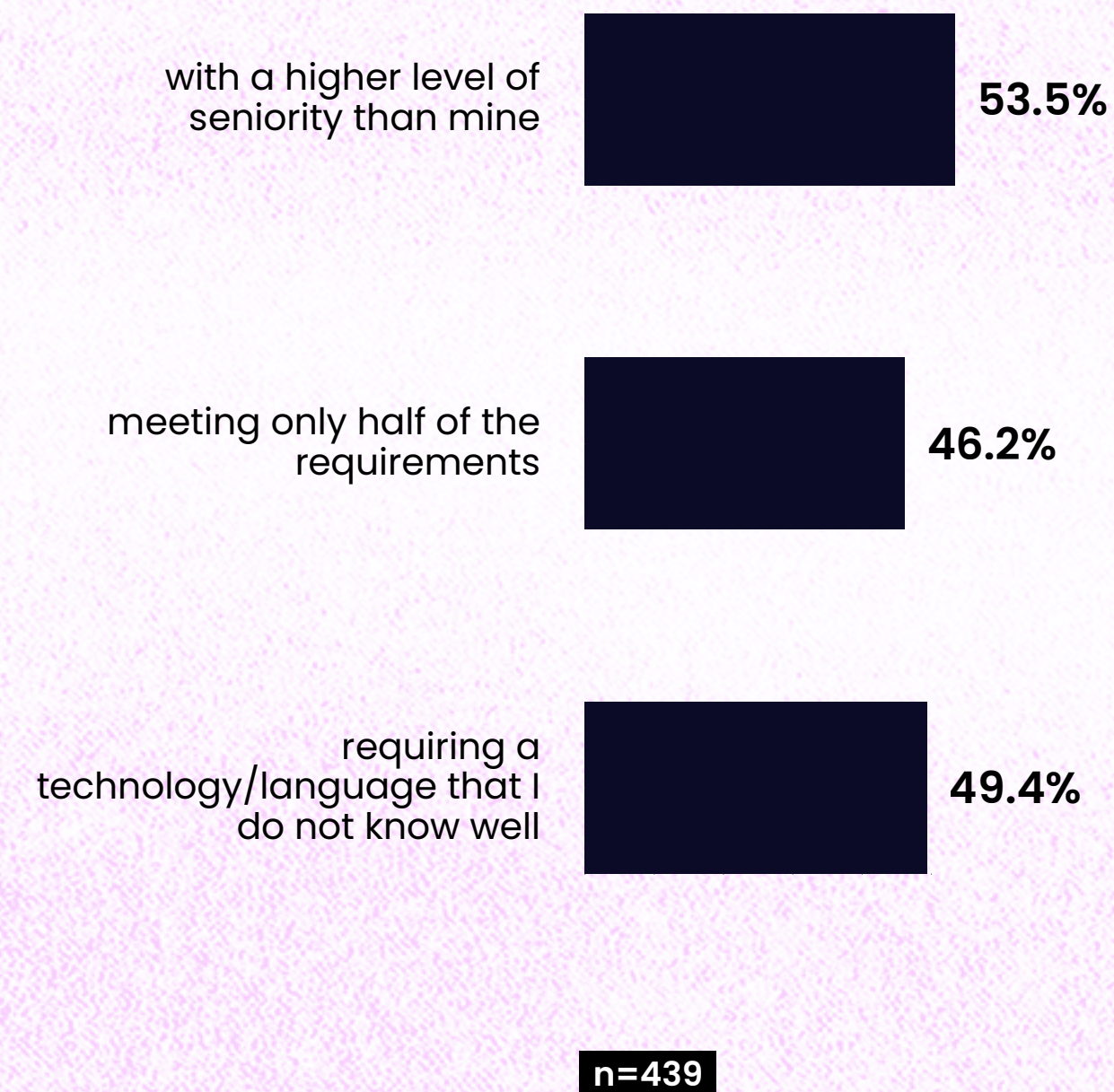
I HAPPENED TO APPLY FOR A POSITION...

with a higher level of seniority than mine	57.2%
meeting only half of the requirements	52.8%
requiring a technology/language that I do not know well	48.4%
with a lower level of seniority than mine	34.3%
meeting only a small part of the requirements	26.8%
in a different mode of work than I could pursue	16.3%
requiring relocation that I did not intend to undertake	10.4%
none of the above	9.5%

n=1,106

I happened to apply for a position... (top 3 answers)

🇭🇺 Hungary

with a higher level of seniority than mine	**53.5%**
meeting only half of the requirements	**46.2%**
requiring a technology/language that I do not know well	**49.4%**

n=439

🇨🇿 The Czech Republic

with a higher level of seniority than mine	**42.3%**
meeting only half of the requirements	**46%**
requiring a technology/language that I do not know well	**47.4%**

n=213

🇺🇦 Ukraine

with a higher level of seniority than mine	**53.1%**
meeting only half of the requirements	**46.3%**
requiring a technology/language that I do not know well	**61%**

n=164
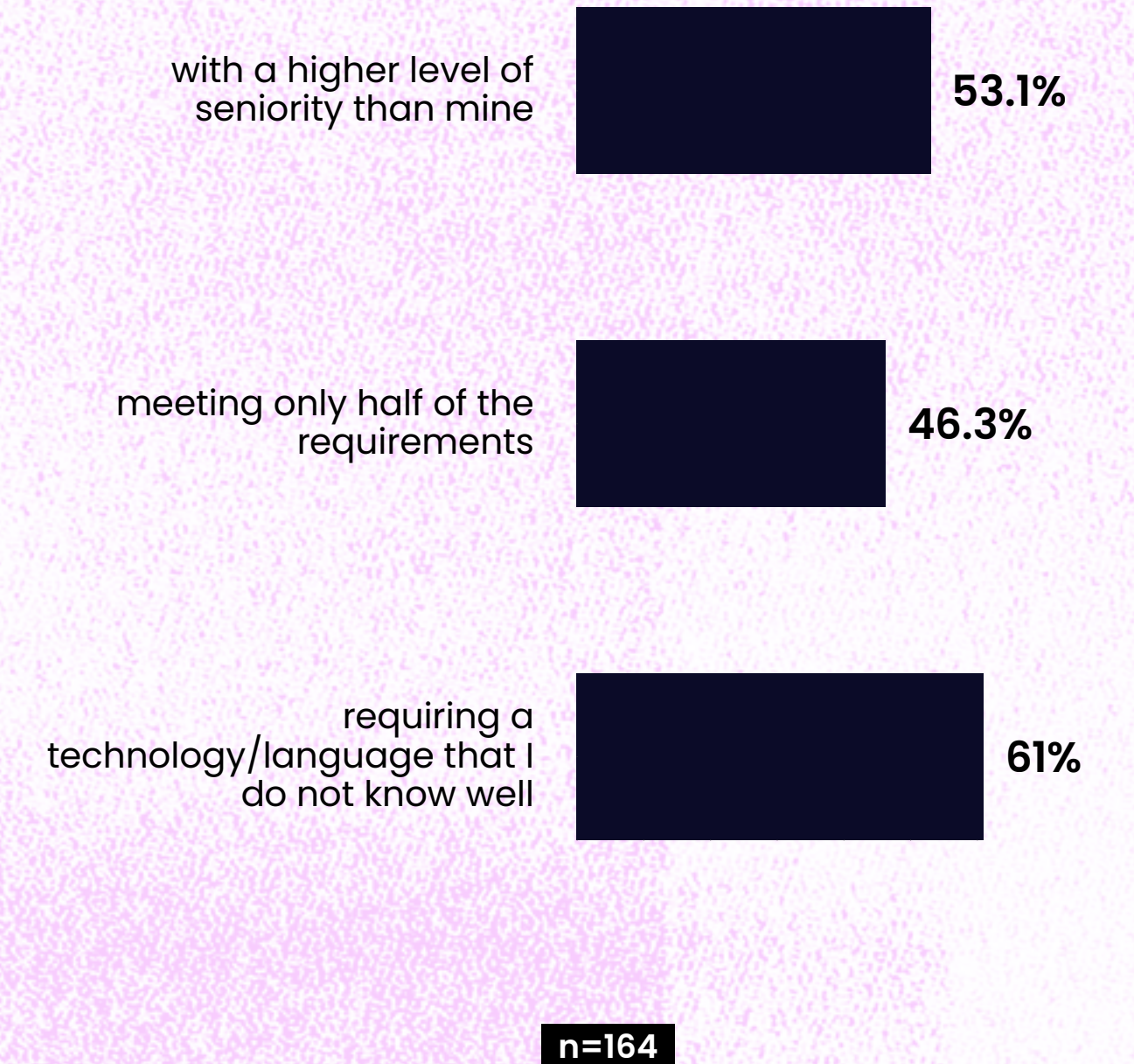
World Economic Forum research shows that **50.6% of companies expect difficulties with the availability of talent in the labor market between 2023 and 2027***. We also know from a report by the Polish Economic Institute that already in 2022, 64% of companies in Poland hired fewer IT professionals than they had planned**.

There is no doubt that organizations need to try harder and harder to attract candidates. The best way to find out how to do that is to listen to what they have to say.

In both the 2020 candidate experience survey and this year's survey, transparency comes to the fore.

For **64% of IT candidates, the worst thing about recruiting is the inability or unwillingness of the recruiters to disclose the proposed salary**. Nearly half do not apply at all to ads without a salary range.

Given the above, it is the pursuit of honesty, transparency and playing open cards from the very beginning of the recruitment process that should be the first step for any organization. We've been working with companies, supporting them in IT hiring for almost a decade, and we've seen that a high level of openness and detail, including a fork in every ad, correlates with the suitability of candidates and applicants. That is, it works.

Paulina Król

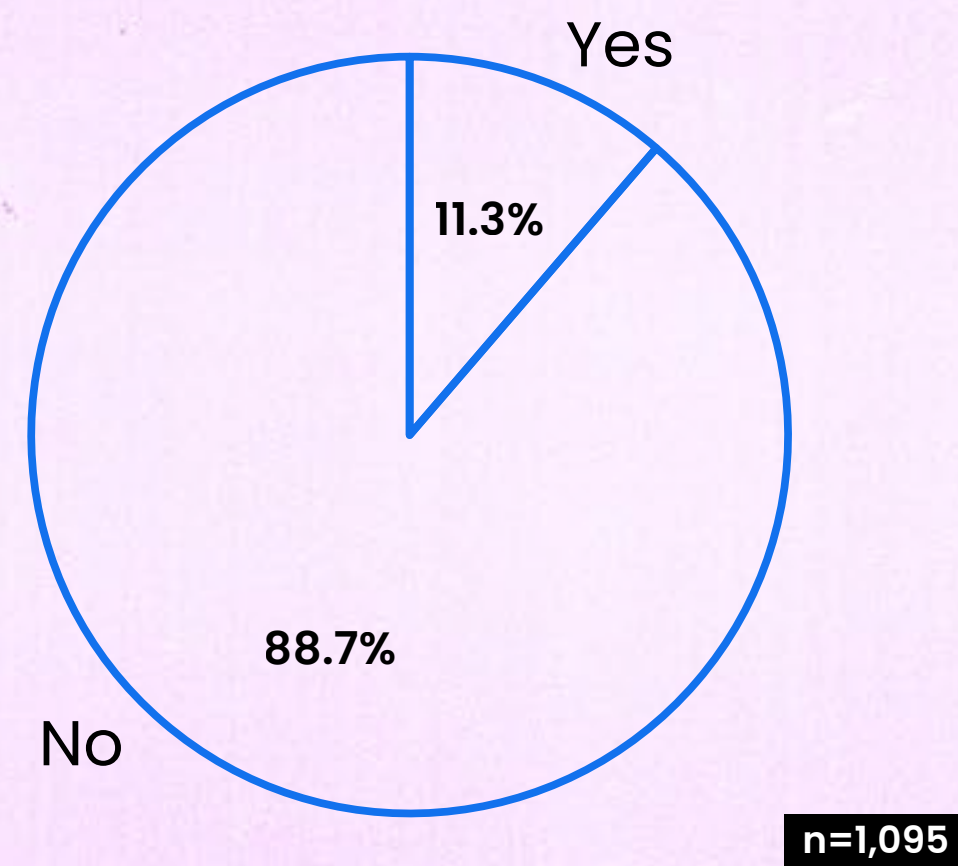CHIEF PEOPLE AND OPERATIONS OFFICER

NO FLUFF JOBS

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Using AI

AI is present in recruitment processes, mainly by aiding recruiters in rote and repetitive tasks. But, as it turns out, candidates use it too. 11.3% of IT professionals used AI while performing recruitment tasks.

Interns relied on it the most, with 23.3% admitting they made use of it. We can expect AI to play a bigger role in hiring as next generations enter the labor market.
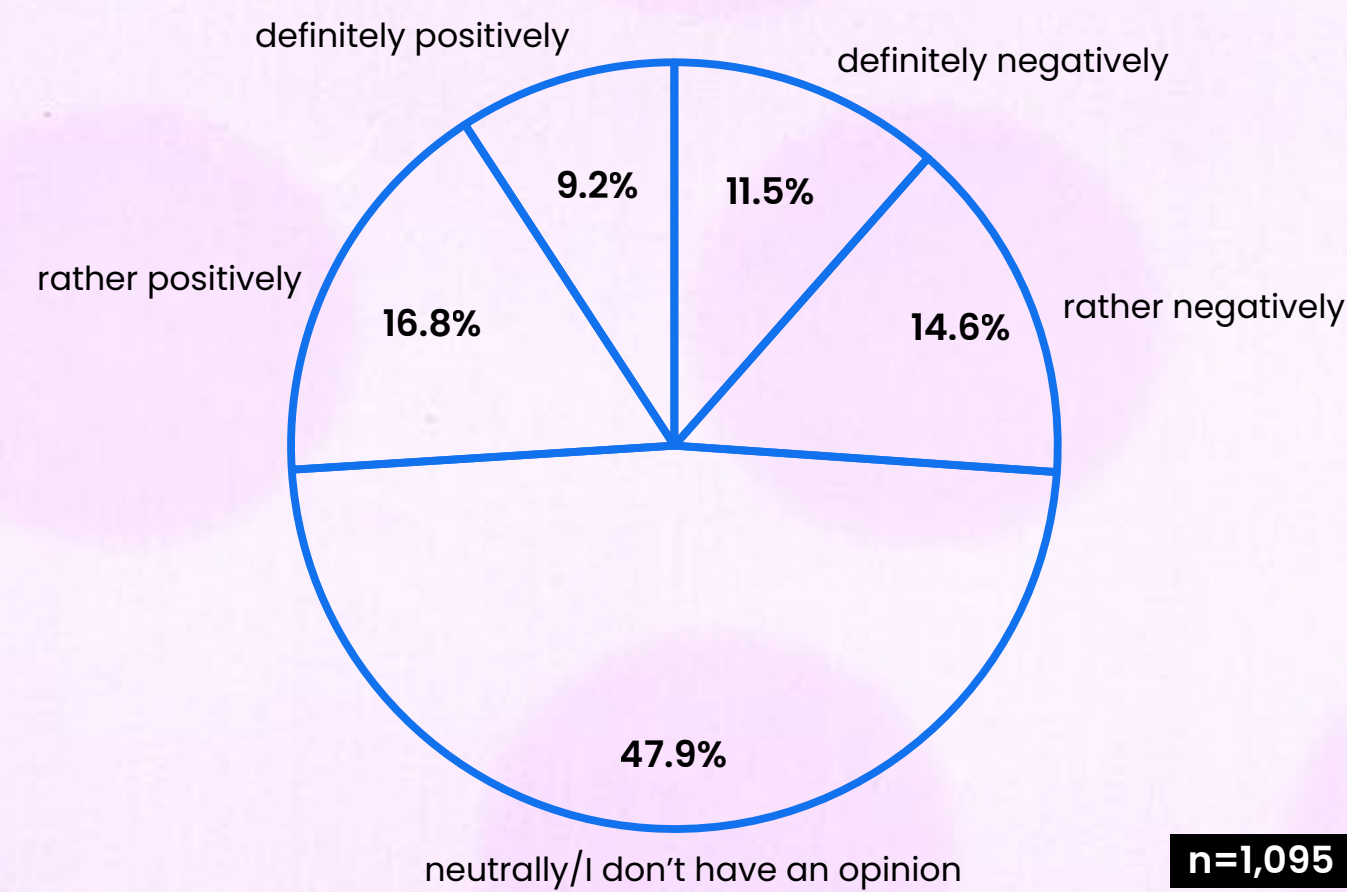
A similar conclusion comes to mind when we look at how candidates perceive using AI in recruitment tasks. The biggest group that views it as a negative phenomenon is seniors and experts (30%), while interns' attitudes are the most positive (33.3%).

In general, we can see that despite AI becoming ubiquitous during the last several months, candidates still don't have strong beliefs about using it during hiring processes. Nearly half of the respondents said they are either neutral or don't have an opinion, and the rest of the responses balance each other out.

HAVE YOU USED AI TOOLS WHILE PERFORMING A RECRUITMENT TASK?

Yes

11.3%

88.7%

No

n=1,095

HOW WOULD YOU RATE THE USE OF AI TOOLS BY IT PROFESSIONALS DURING RECRUITMENT TASKS?

definitely positively

definitely negatively

9.2%   11.5%

rather positively

16.8%   14.6%   rather negatively

47.9%

neutrally/I don't have an opinion

n=1,095

Most organizations do not use AI in their hiring processes, though most candidates themselves view solving recruitment tasks with its help neutrally. I share this sentiment and I believe that the key to success lies in putting AI to use informedly.

At Ringier Axel Springer, we are bold, responsible and original in our approach to AI. Such an open attitude allows us to test unusual methods, in recruitment too. Not only do we not disqualify candidates using AI, but sometimes even encourage them to do so, so that they can show their best competencies. The ability to find solutions by creating the right prompts is actually a skill in high demand, which will only grow in importance with time.

Katarzyna Gajda-Mąka

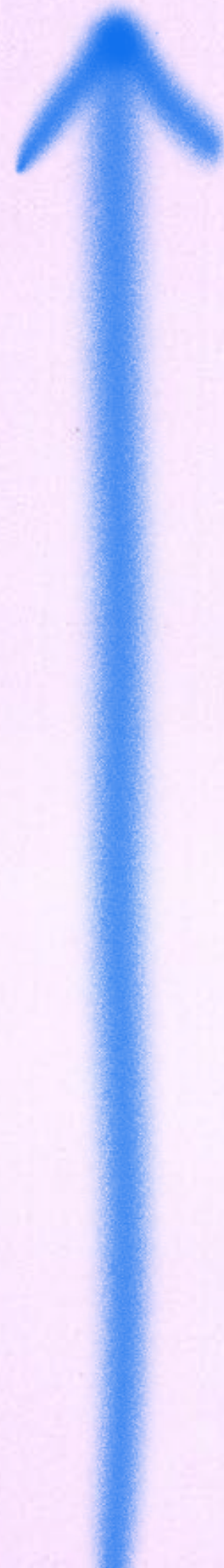IT RECRUITMENT TEAM LEADER
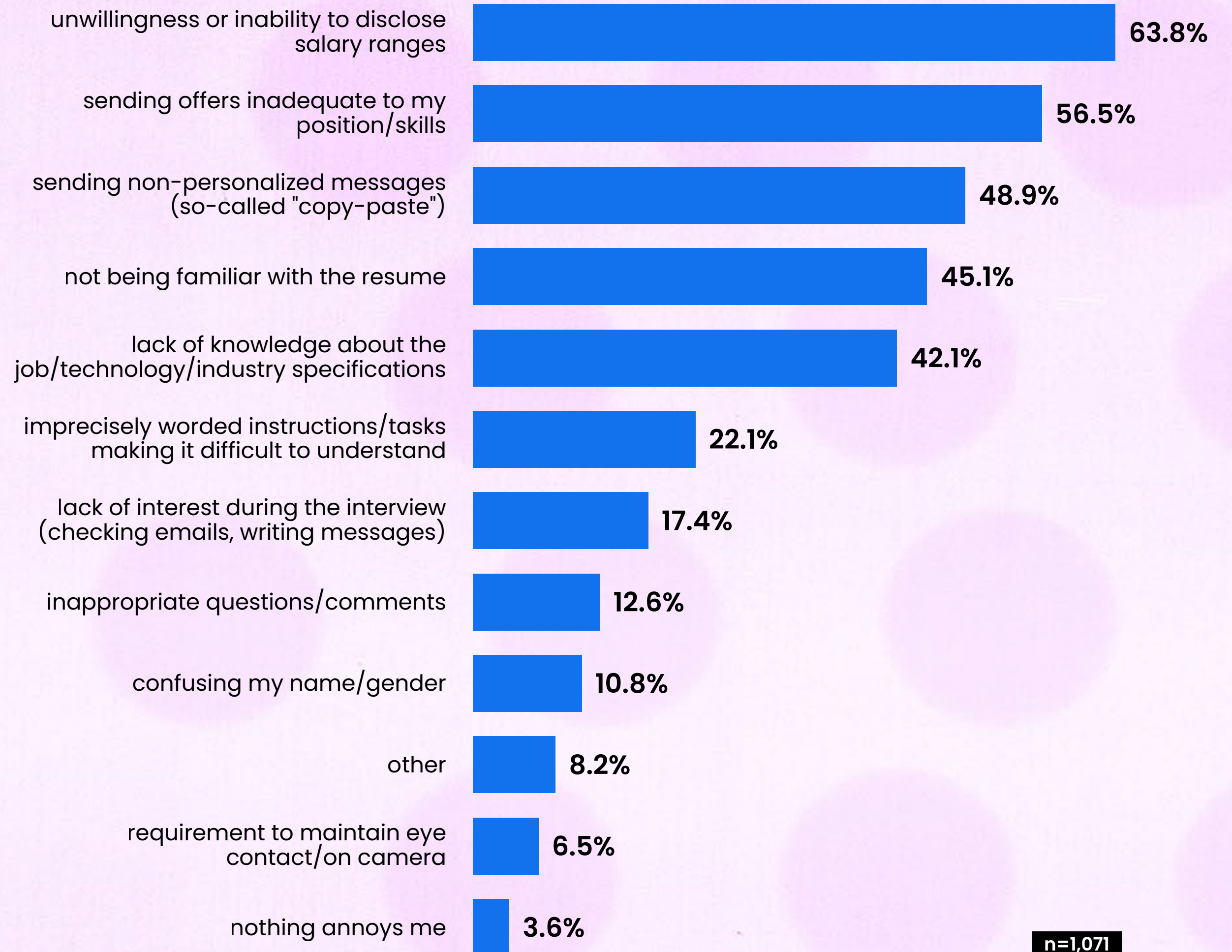RINGIER AXEL SPRINGER POLAND

ringier
axel springer

Improvements needed

What bothers IT candidates the most when communicating with recruiters?

Again, salary ranges (or rather, lack thereof) come to the fore, as indicated by 63.8% of respondents. Our 2020 Candidate Experience survey revealed the same thing. And again, the higher the seniority, the more irritating it is (for 43% of juniors vs. around 68% of mids and seniors!)

WHAT ANNOYS YOU MOST WHEN INTERACTING WITH RECRUITERS?
(SELECT MAX. 5 ANSWERS)

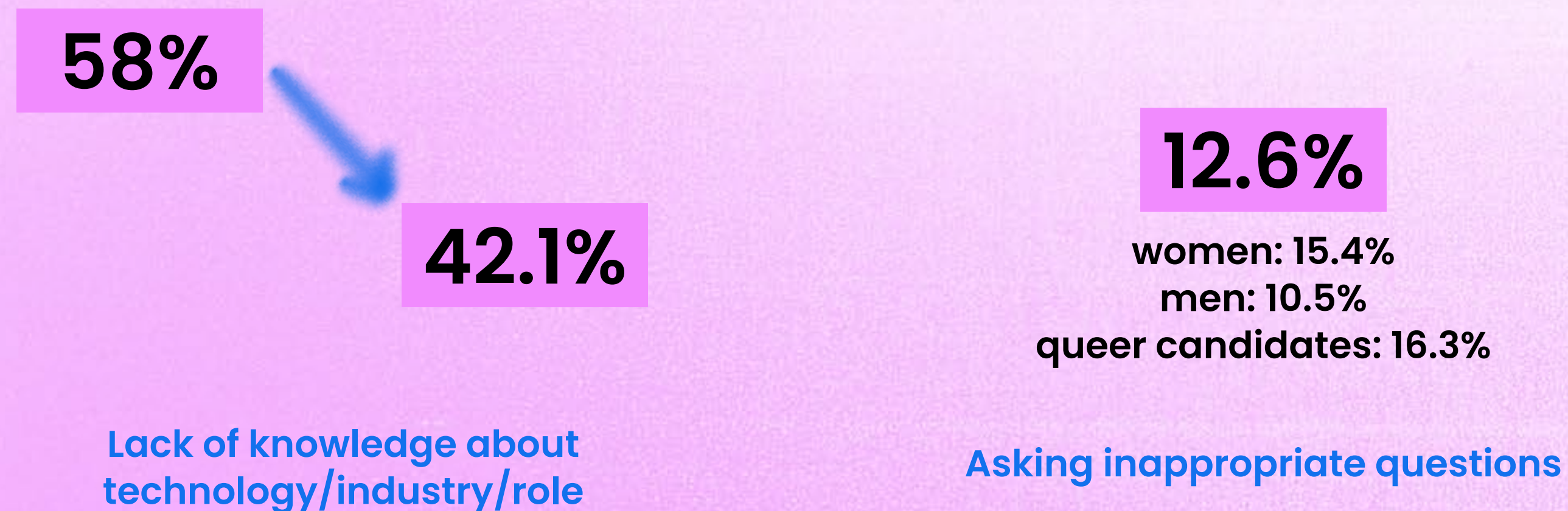|	
unwillingness or inability to disclose salary ranges	63.8%
sending offers inadequate to my position/skills	56.5%
sending non-personalized messages (so-called "copy-paste")	48.9%
not being familiar with the resume	45.1%
lack of knowledge about the job/technology/industry specifications	42.1%
imprecisely worded instructions/tasks making it difficult to understand	22.1%
lack of interest during the interview (checking emails, writing messages)	17.4%
inappropriate questions/comments	12.6%
confusing my name/gender	10.8%
other	8.2%
requirement to maintain eye contact/on camera	6.5%
nothing annoys me	3.6%

n=1,071

Improvements needed

The second least favorite thing for IT candidates is **receiving job offers that are ill-suited to their profiles (56.5%)**. For the most experienced specialists, this actually tops the list (71.9%). The bar is set pretty high for recruiters, especially in light of candidates themselves applying to job ads for which they meet only some of the criteria (see section → **Applying no matter what?**).

Significantly fewer candidates indicated recruiters' **unfamiliarity with the technology, position or industry** than in the 2020 survey. Contrary to popular belief, it's not programmers who are most bothered by this, but UX/UI designers (50%).

In terms of asking **inappropriate questions**, we know from another studies that Polish job candidates in general are asked e.g. about their marital status (31%) and having children (27%) and in the case of women, about their plans regarding starting a family (27%)*. In the IT industry, we can see that the less represented groups notice this problem more often.
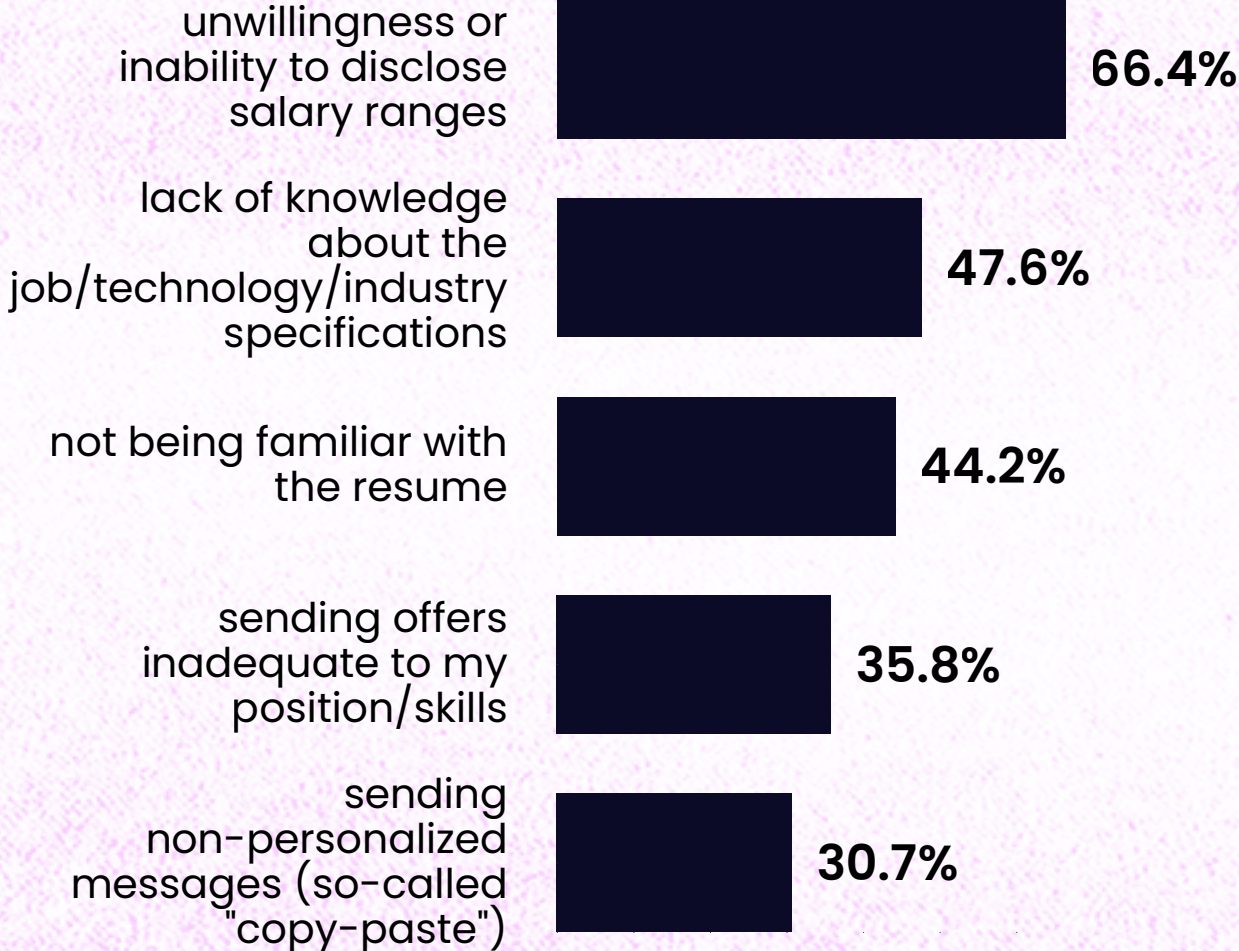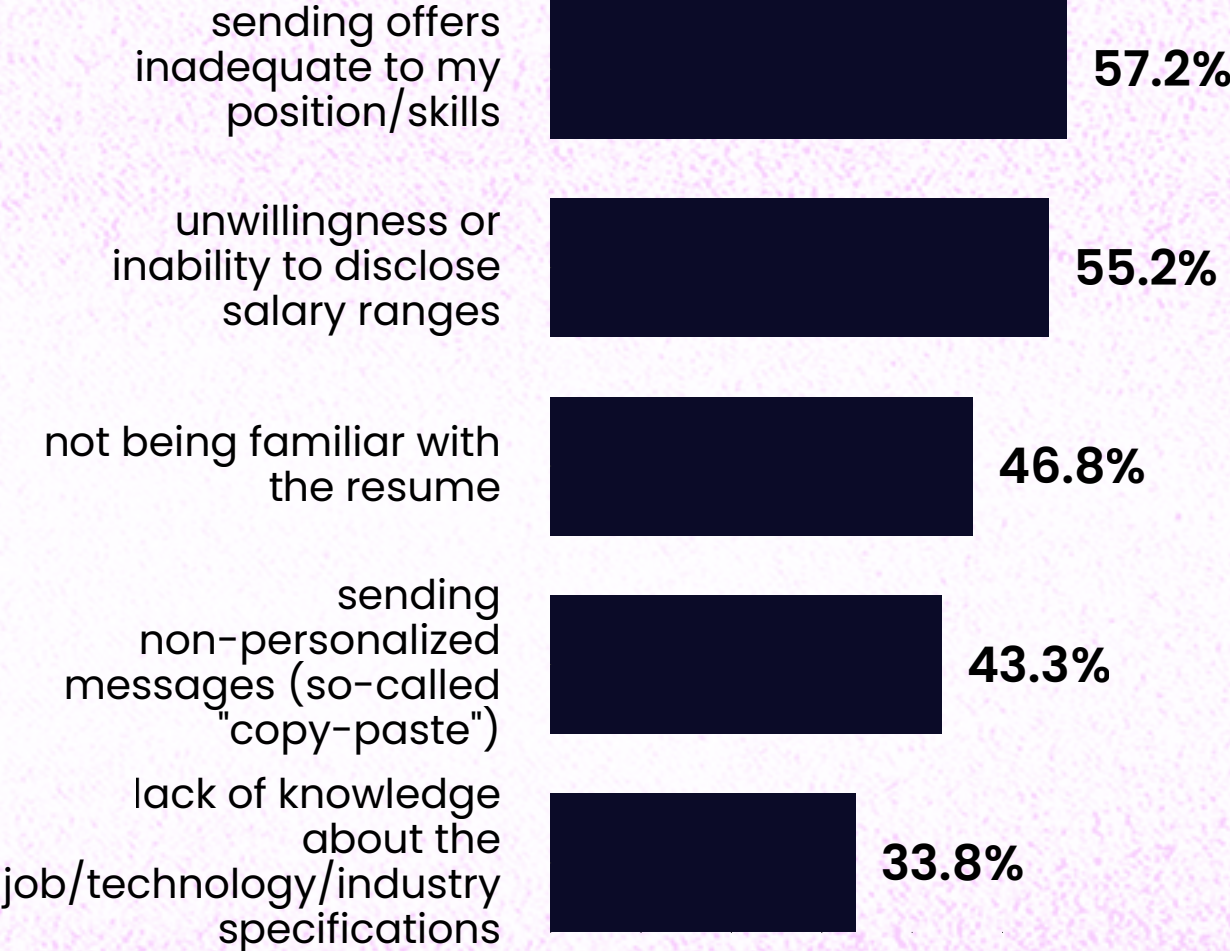
WHAT ANNOYS YOU MOST WHEN INTERACTING WITH RECRUITERS?

58%

42.1%

Lack of knowledge about technology/industry/role

12.6%

**women: 15.4%
men: 10.5%
queer candidates: 16.3%**

Asking inappropriate questions

*MASMI Poland for No Fluff Jobs, 2022

What annoys you most when interacting with recruiters?
(select max. 5 answers)

🇭🇺 Hungary

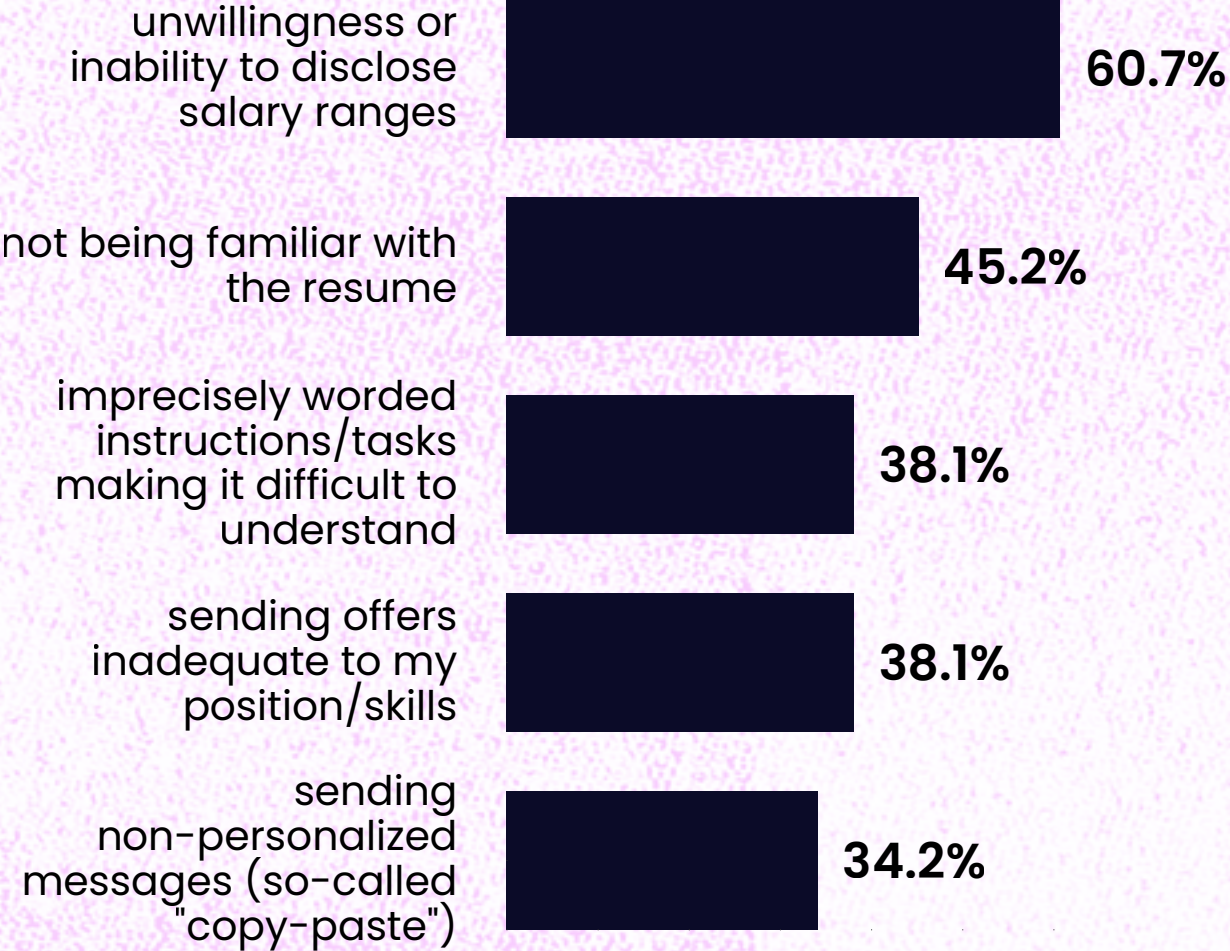|	
unwillingness or inability to disclose salary ranges	66.4%
lack of knowledge about the job/technology/industry specifications	47.6%
not being familiar with the resume	44.2%
sending offers inadequate to my position/skills	35.8%
sending non-personalized messages (so-called "copy-paste")	30.7%

n=414

🇨🇿 The Czech Republic

sending offers inadequate to my position/skills	57.2%
unwillingness or inability to disclose salary ranges	55.2%
not being familiar with the resume	46.8%
sending non-personalized messages (so-called "copy-paste")	43.3%
lack of knowledge about the job/technology/industry specifications	33.8%

n=201

🇺🇦 Ukraine

unwillingness or inability to disclose salary ranges	60.7%
not being familiar with the resume	45.2%
imprecisely worded instructions/tasks making it difficult to understand	38.1%
sending offers inadequate to my position/skills	38.1%
sending non-personalized messages (so-called "copy-paste")	34.2%

n=155

In the digital age, personal approach can become your greatest asset

Joanna Pruszyńska-Witkowska

VC CEO   FUTURE COLLARS

FUTURE COLLARS

In the ever-so-dynamic IT market, where recruitment plays a pivotal role, there is still a lot to improve when it comes to feedback after interviews. Despite it being an indispensable tool to establish positive relations with potential employees, 69% of candidates receive feedback only rarely or sometimes. More than 25% never share any observations with recruiters, either. This shows that there is room for building dialogue both ways.

The data also shows that candidates turn down job offers because of unsatisfying financial terms and incompatible organizational culture.

In the race to attract the top talent, employers have to focus on the quality of communication with candidates, as well as the impression made by the company during hiring processes. The need to be understood and proposed a fair amount of money for their competencies has to be met and communicated in a transparent and authentic way. In the digital age, such personal approach and empathy can become our greatest asset.

That is why it is imperative not to treat candidates as if you had "a 100 other people waiting in line", but to think about what we can do to draw and keep the best ones. Based on my observations from Future Collars' courses, understanding the reality of the IT job market is one of the main challenges for candidates. Recruiters can help them navigate their way, communicating in a clear, transparent way and providing support through every step of the hiring process.

Feedback is a two-way street

69.1% of IT candidates receive feedback from recruiters sometimes or rarely. 8% never have.

These results are quite shocking, especially considering the progressing automation of hiring processes. Even a simple email stating that the candidate will or will not be considered further for the role could be sent, and in so many cases it was not. Only 4% received feedback after every recruitment process.

The least experienced candidates receive even less feedback (more than half of both interns and juniors have never received it or receive it rarely).

As always, there are two sides of the coin, so we also asked candidates how often they offer feedback to recruiters. **26.4% have never done it.** More than half do it rarely or sometimes.

The awareness of how valuable feedback is grows with experience. 43% of interns and 35.2% of juniors have never shared their observations with recruiters, compared to 19.5% of seniors.

HOW OFTEN DO YOU RECEIVE FEEDBACK AFTER RECRUITMENT INTERVIEWS?

always **3.9%**
never **8%**
often **19%**
rarely **35.5%**
sometimes **33.6%**
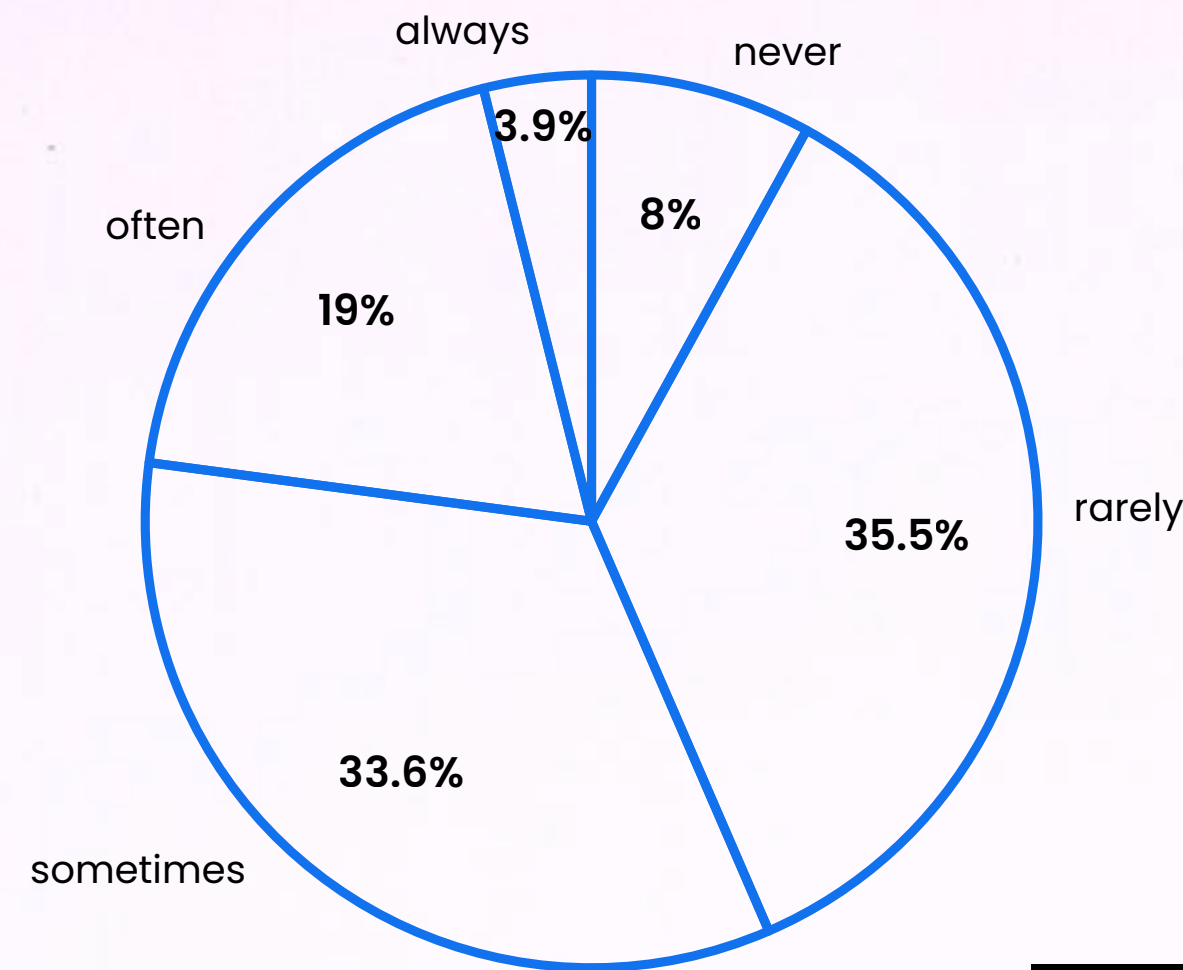
n=1,071

HOW OFTEN DO YOU GIVE RECRUITERS YOUR FEEDBACK AFTER A RECRUITMENT INTERVIEW?

always **7.8%**
never **26.4%**
often **14.8%**
sometimes **24.9%**
rarely **26.1%**
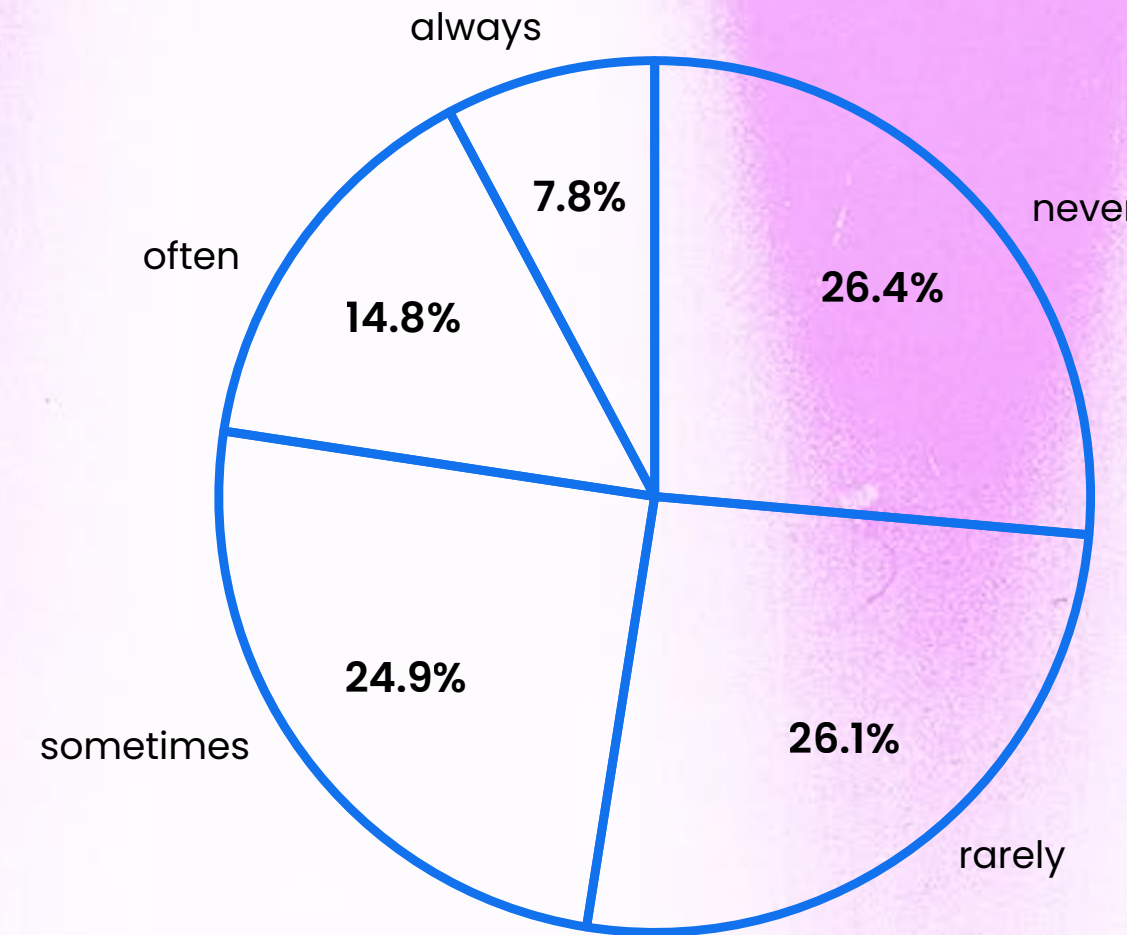
n=1,071

How often do you receive feedback after recruitment interviews?

Hungary

- never 5.3%
- always 7.5%
- often 28.3%
- rarely 31.9%
- sometimes 27%

n=414

The Czech Republic

- always 3%
- never 12.9%
- often 18.9%
- sometimes 20.4%
- rarely 44.8%

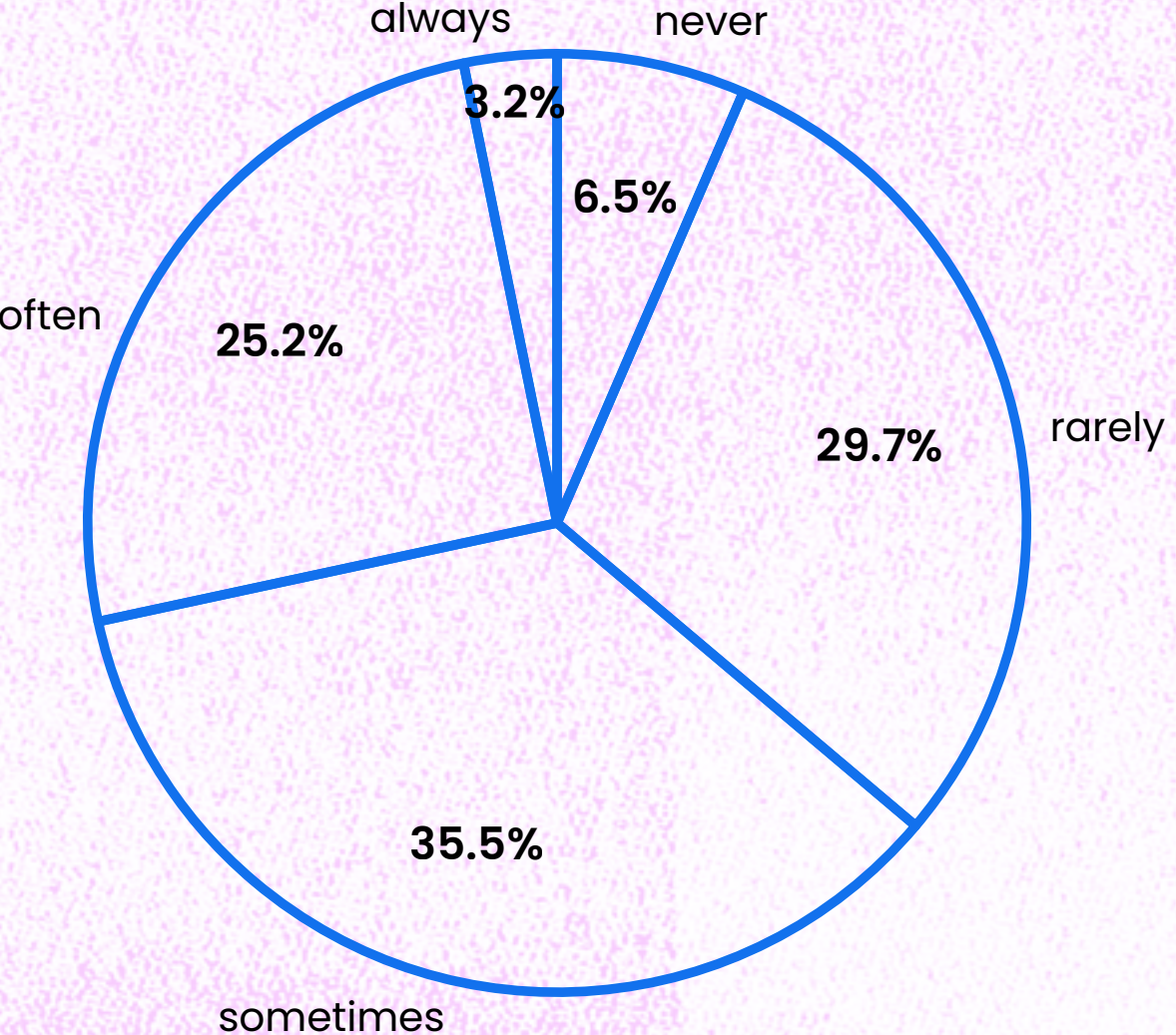n=201

Ukraine

- always 3.2%
- never 6.5%
- often 25.2%
- rarely 29.7%
- sometimes 35.5%
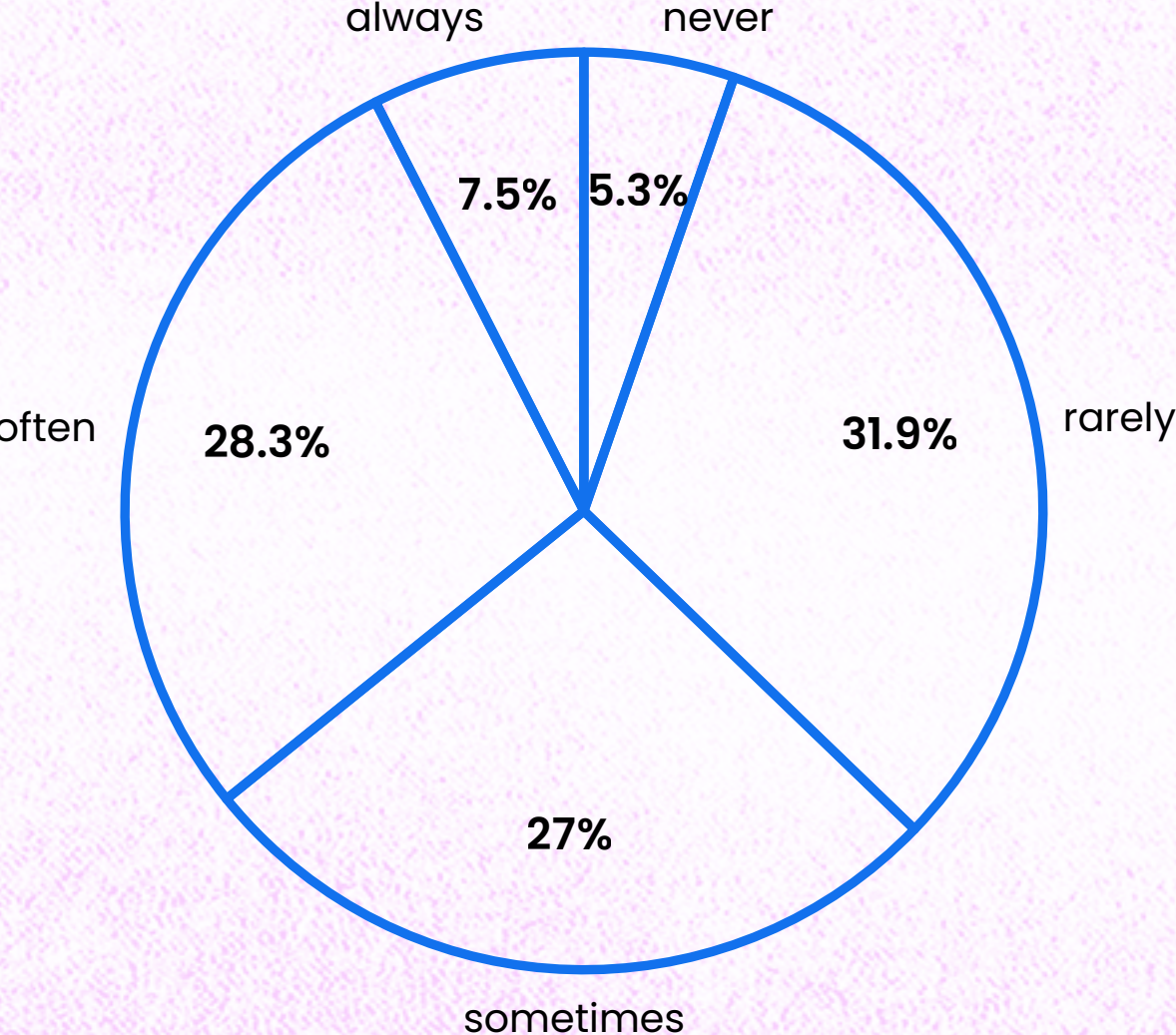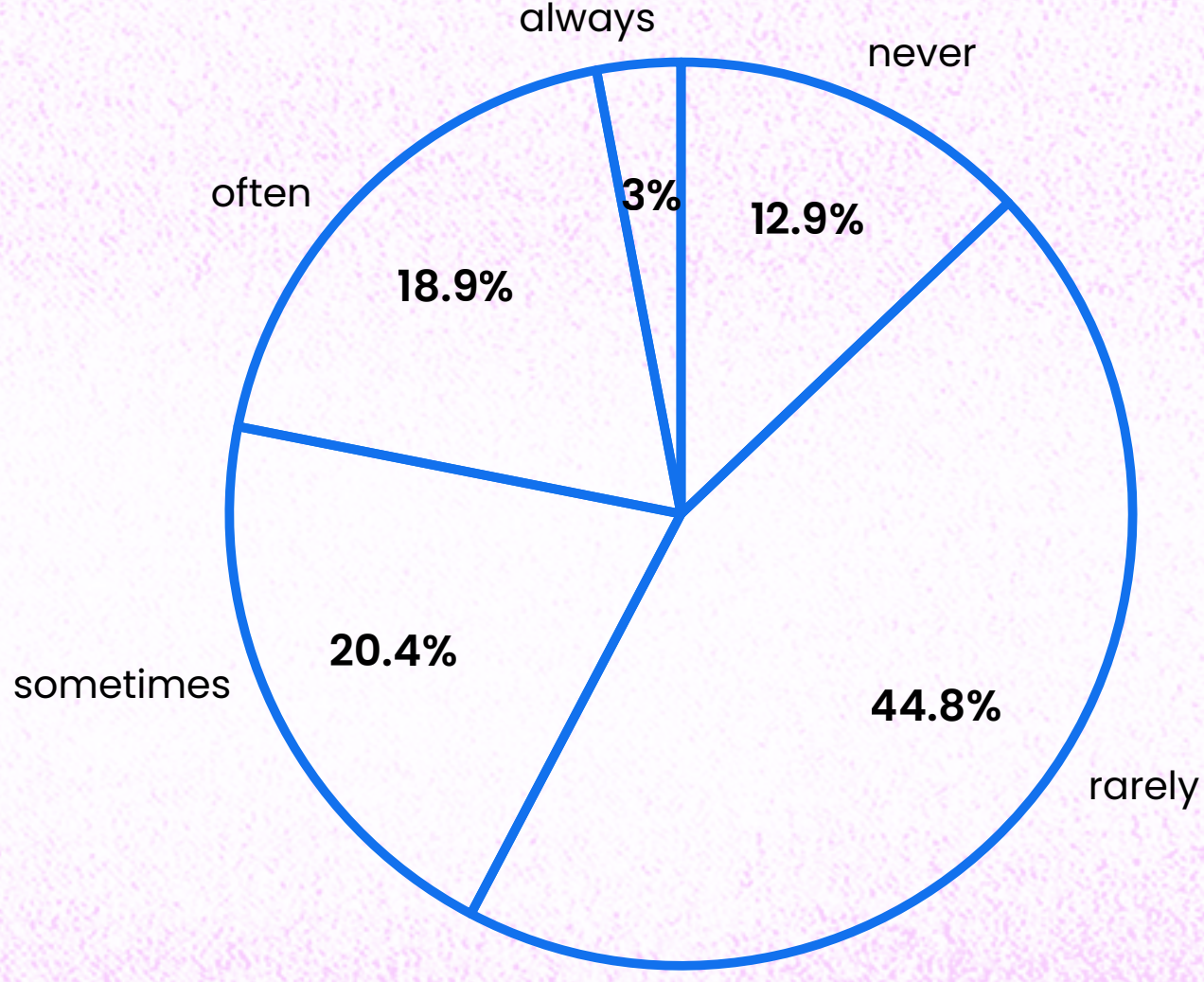
n=155

There are various reasons why candidates decline job offers, but the most common one is the low salary offered. This comes as no surprise, as money is a major incentive for people to switch jobs. After salary, respondents generally prioritize the overall 'candidate experience' and the time it takes to receive an offer.

From a recruiter's perspective, one of the most common reasons for rejecting the offer is... a counter-offer from the current employer. In today's fiercely competitive job market, companies would rather retain their employees at all costs than go through the expensive and lengthy recruitment process. Another reason is participating in multiple recruitment processes and negotiating rates at the end of these processes.
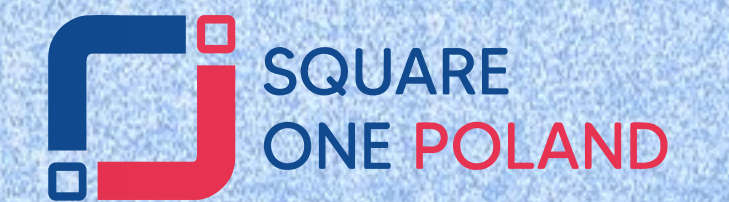
Although the viewpoints of the two parties are different, in both cases, the salary comes first, and when combined with a positive recruitment experience, it can be the key to success for employers and recruiters.

Marta Kurek

HEAD OF IT RECRUITMENT SERVICES
SQUARE ONE RESOURCES POLAND

SQUARE ONE POLAND

Turning down job offers

56.7% of IT candidates reject job offers because of a bad impression after job interviews.

In the case of more experienced specialists, the percentage is even higher: 63% of mids and 70% (!) of seniors eliminate offers after getting bad impressions during job interviews. For candidates, the way you treat them is a natural representation of the way your company treats employees.
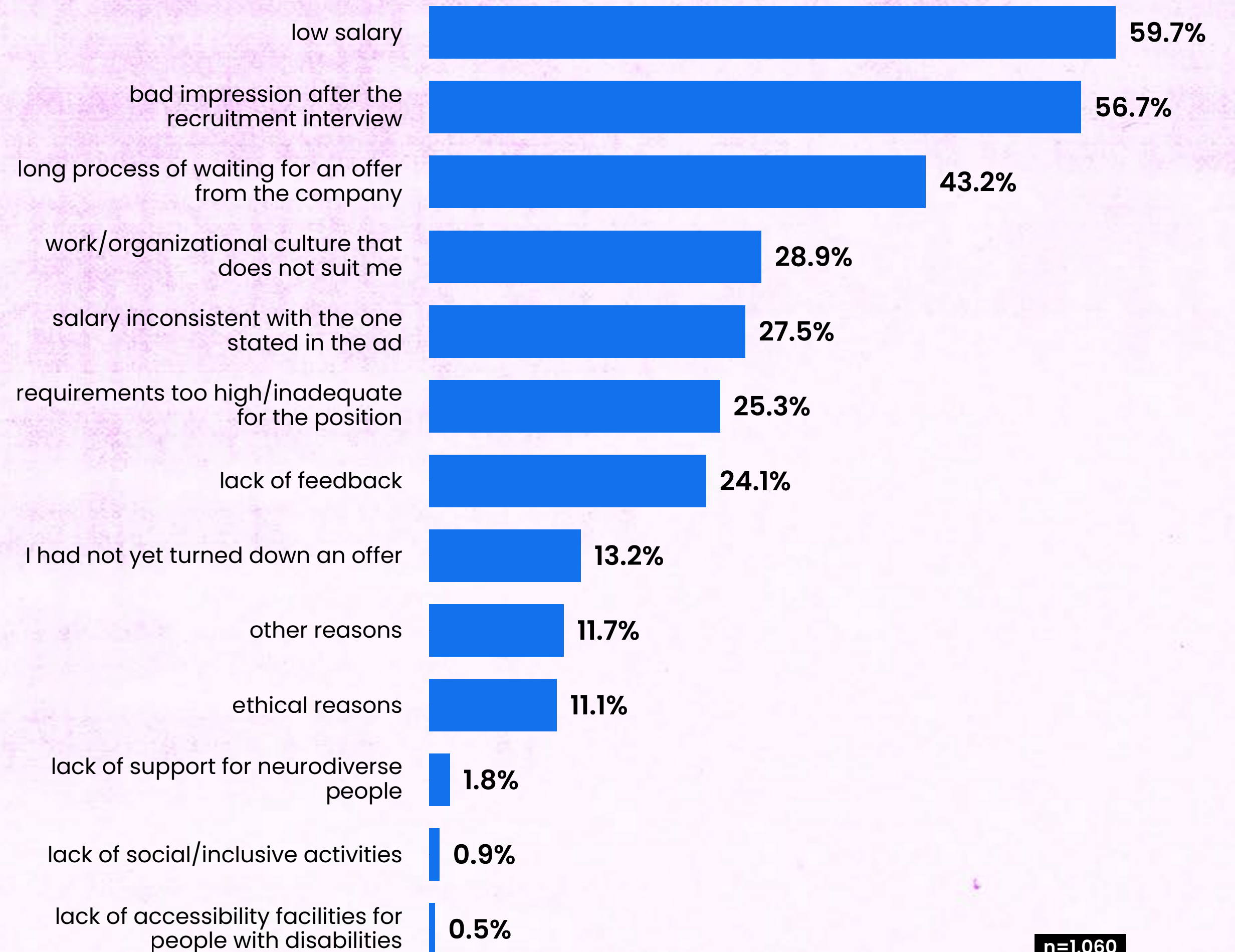
59.7% of IT candidates turned down offers due to a low proposed salary

Nearly 30% were offered a lower pay than the one stated in the job ad, and 25% deemed the requirements for the position too high. IT candidates are not easily fooled, and they know their worth.

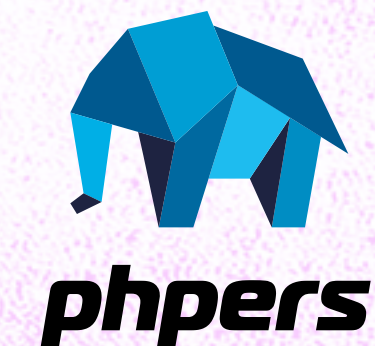**1 in 4** candidates rejected an offer because of the lack of feedback.

Maintaining regular contact helps keep candidates interested. 43.2% of them did not accept an offer because they waited for it too long.

FOR WHAT REASONS DID YOU EVER TURN DOWN A JOB OFFER?

low salary	59.7%
bad impression after the recruitment interview	56.7%
long process of waiting for an offer from the company	43.2%
work/organizational culture that does not suit me	28.9%
salary inconsistent with the one stated in the ad	27.5%
requirements too high/inadequate for the position	25.3%
lack of feedback	24.1%
I had not yet turned down an offer	13.2%
other reasons	11.7%
ethical reasons	11.1%
lack of support for neurodiverse people	1.8%
lack of social/inclusive activities	0.9%
lack of accessibility facilities for people with disabilities	0.5%

n=1,060

Community partners

About the study

The report is based on a study distributed through newsletters and social media channels by No Fluff Jobs and partners. We also refer to data from outside sources in the report.
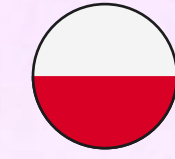
The research was conducted among **people who had taken part in recruitment processes for roles related to IT in the previous two years.**

The responses were collected from IT professionals representing different levels of seniority/experience. In the Polish sample, mid (35.9%) and senior/expert (30.9%) level specialists dominated. Male respondents constituted 61.2% of the sample, women – 36.3%, and people identifying as other genders – 1.2%. We have collected the highest number of responses from people aged 25-34 (49.5%) and 35-44 (31.5%). 129 respondents identify as queer, 60 are people with disabilities and 48 are neurodiverse.

The responses were mostly randomized. Not all questions were obligatory, and respondents could end the survey at any given moment. That is why for every chart we state the number of responses. The estimated maximum error is 3%.
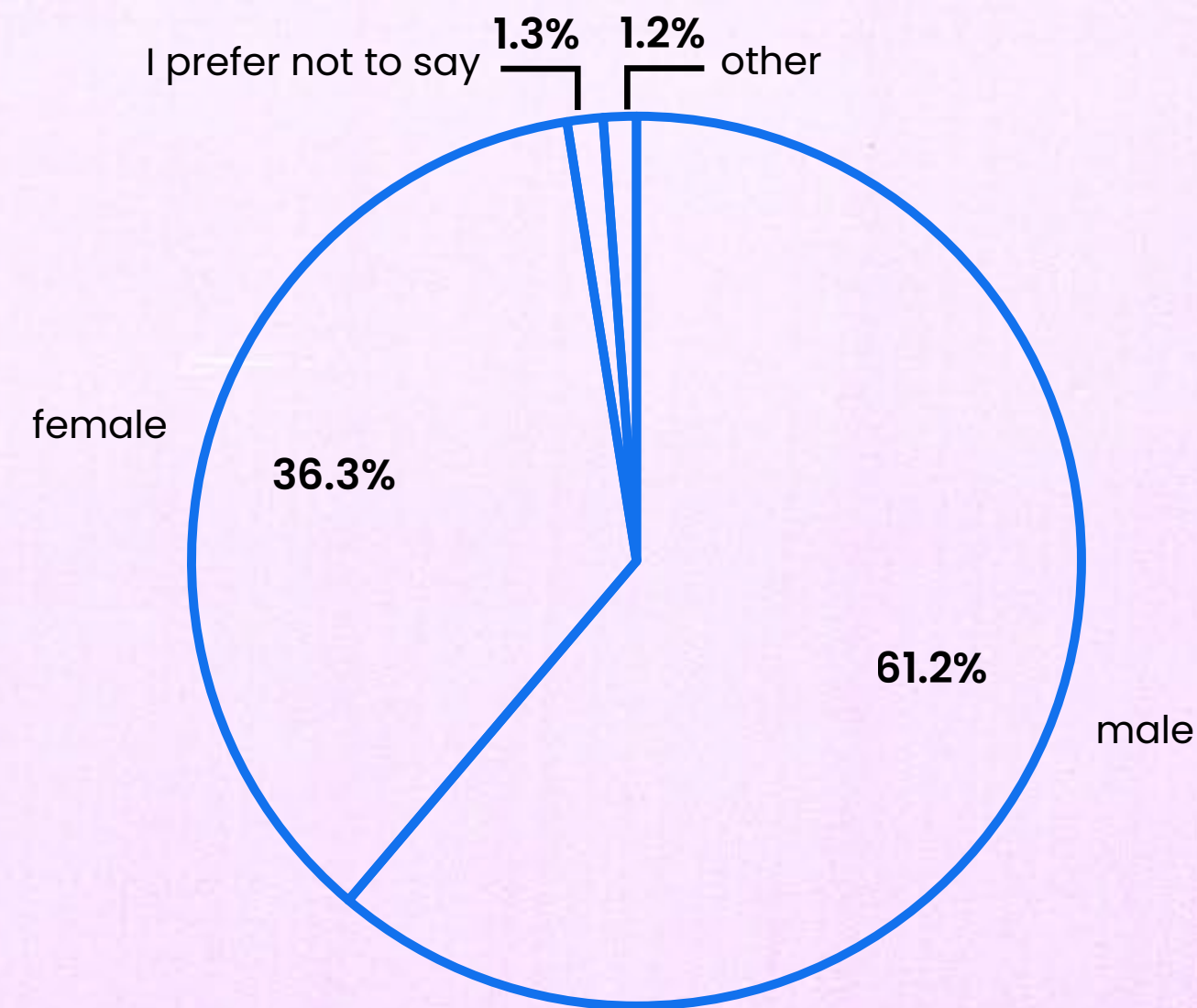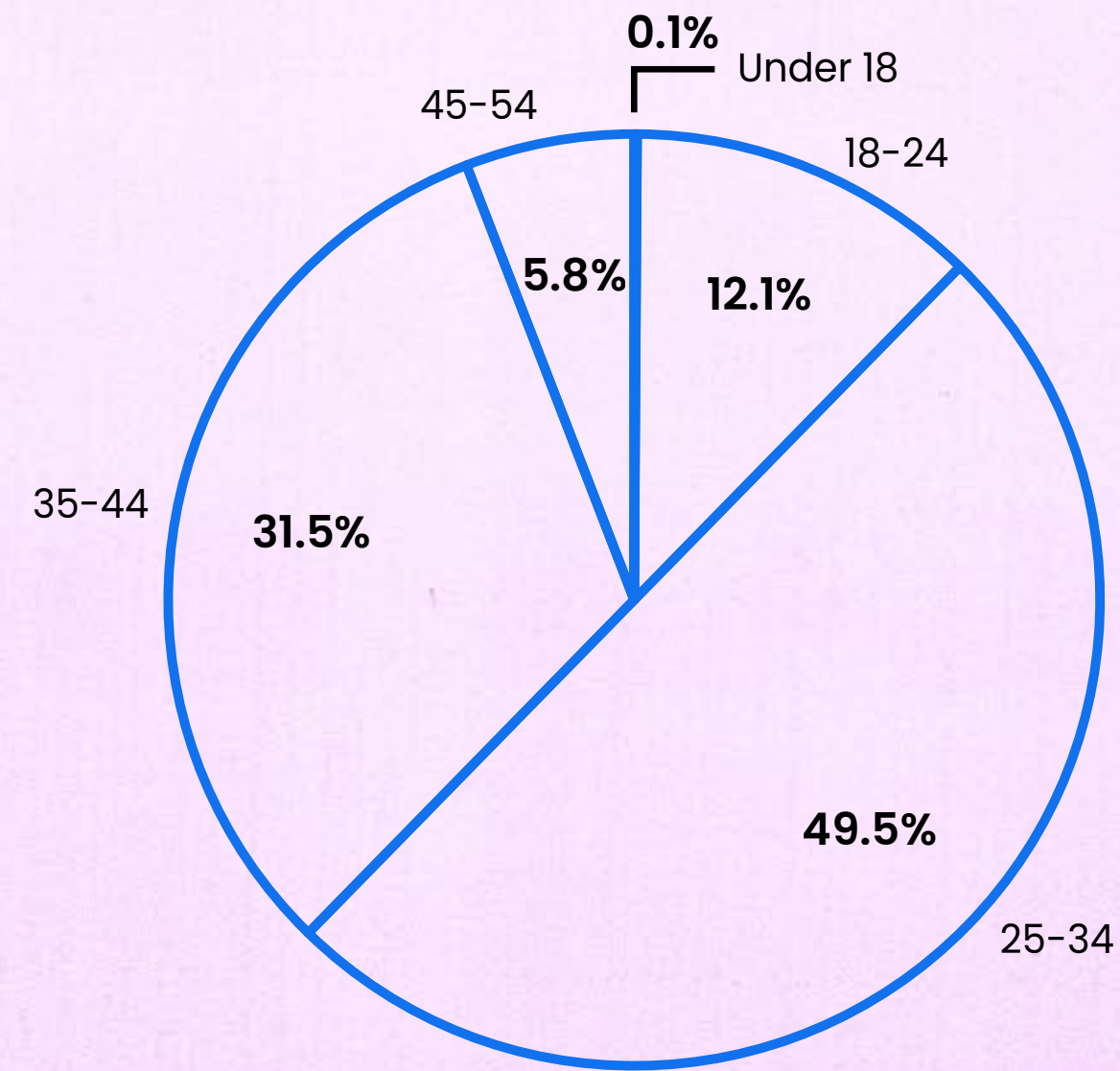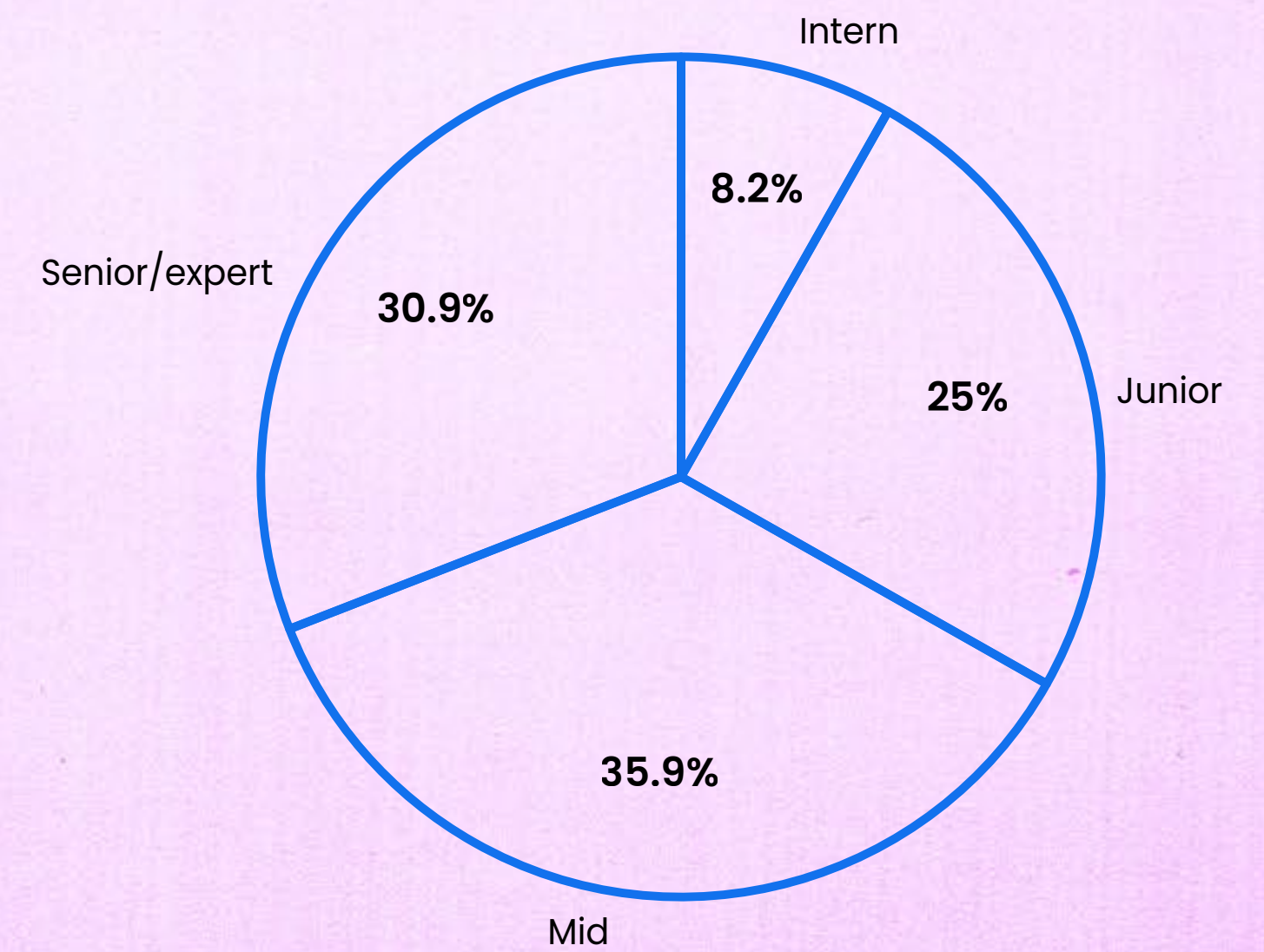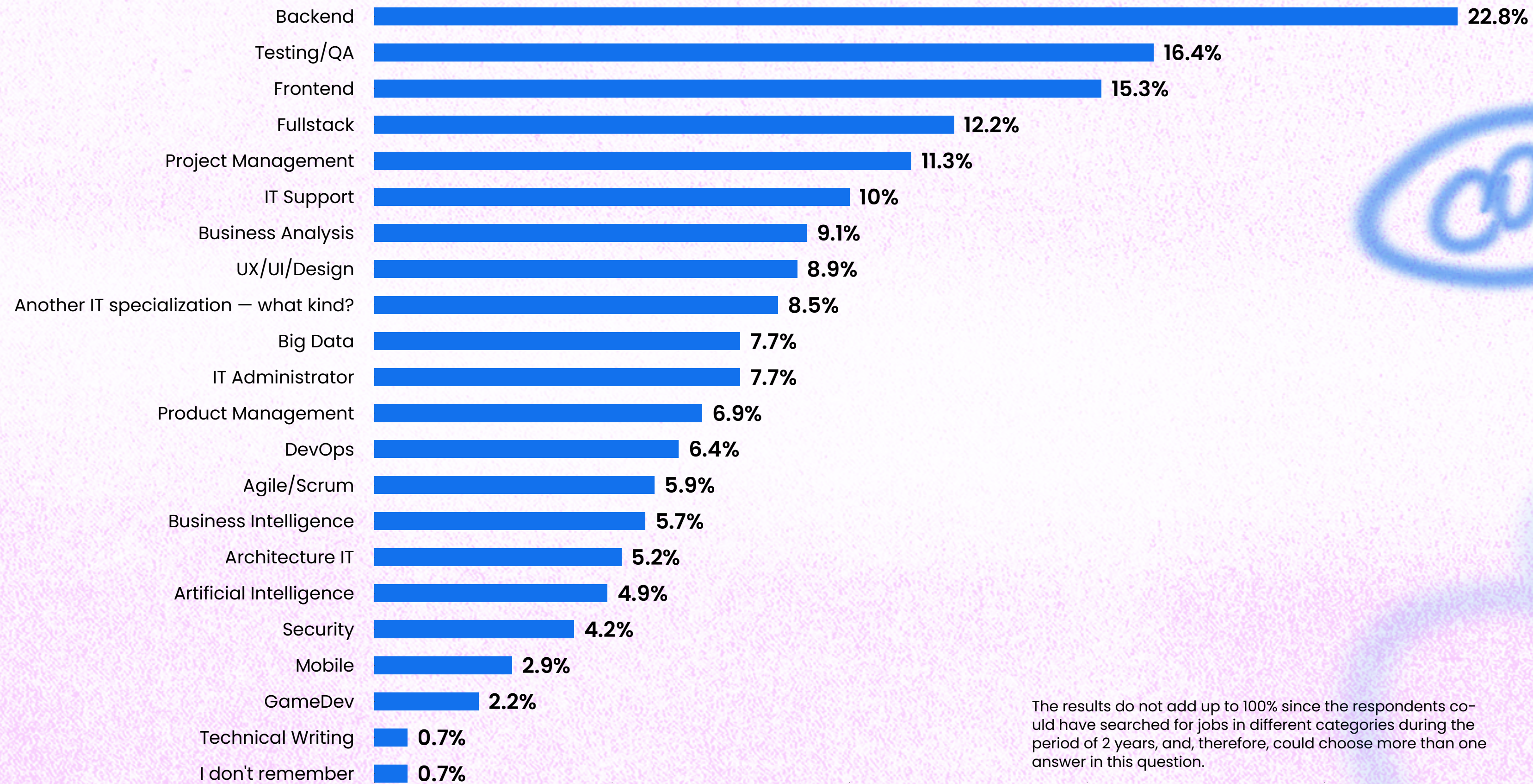
Sample structure ⬤ n=1,216

Gender

I prefer not to say — 1.3%   1.2% — other

female 36.3%

61.2% male

Age

0.1% — Under 18

45–54   5.8%   12.1%   18–24

35–44   31.5%

49.5% — 25–34

Seniority

Intern

Senior/expert   30.9%   8.2%

25% — Junior

35.9%

Mid

Specializations

n=1,216

Specialty	Percentage
Backend	22.8%
Testing/QA	16.4%
Frontend	15.3%
Fullstack	12.2%
Project Management	11.3%
IT Support	10%
Business Analysis	9.1%
UX/UI/Design	8.9%
Another IT specialization — what kind?	8.5%
Big Data	7.7%
IT Administrator	7.7%
Product Management	6.9%
DevOps	6.4%
Agile/Scrum	5.9%
Business Intelligence	5.7%
Architecture IT	5.2%
Artificial Intelligence	4.9%
Security	4.2%
Mobile	2.9%
GameDev	2.2%
Technical Writing	0.7%
I don't remember	0.7%

The results do not add up to 100% since the respondents could have searched for jobs in different categories during the period of 2 years, and, therefore, could choose more than one answer in this question.

Publisher:

No Fluff Jobs sp. z o.o., Gdynia

**JOIN THE LARGEST COMMUNITIES
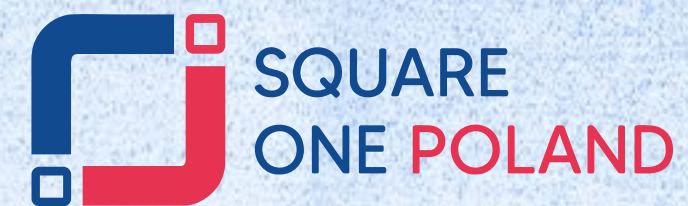AMONG POLISH IT JOB BOARDS**

59,000+   78,000+   3,300+   10,000+   5,100+

As of October 2023

Report partner:

SQUARE
ONE POLAND

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