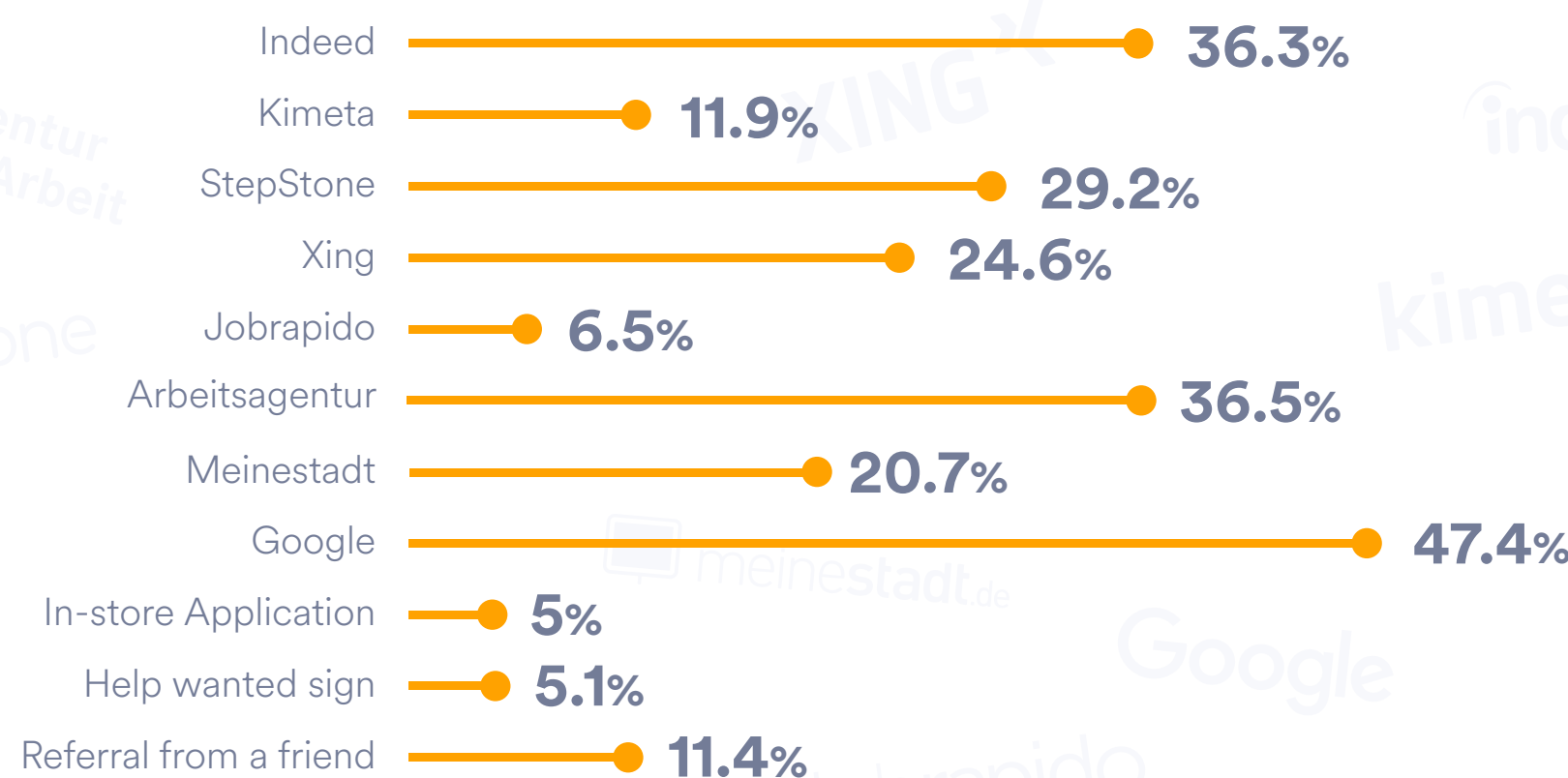


# What Job Seekers in Germany Want High Volume Recruiters To Know

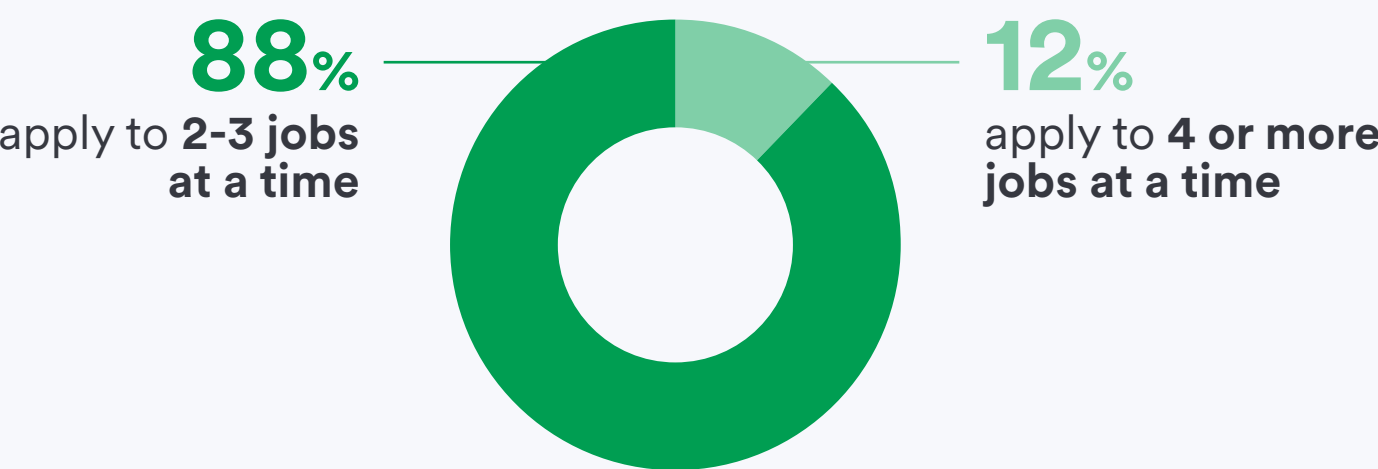
There's nothing more valuable than getting feedback straight from the candidate's mouth. That's why we've reached out to hourly job seekers in Germany to hear what they expect and prefer at every stage of the hiring process, from where they look for and how they apply to jobs to how they'd like to be contacted during and after the interview process.

We anonymously surveyed 1,017 hourly job seekers on 4 March 2021, aged 18-65 in Germany who were either not employed, looking for work, employed part-time, or employed full-time in an entry-level, intermediate, or middle-management role, and who were not students, to gather insights about what job seekers want HR professionals to know about the application process.

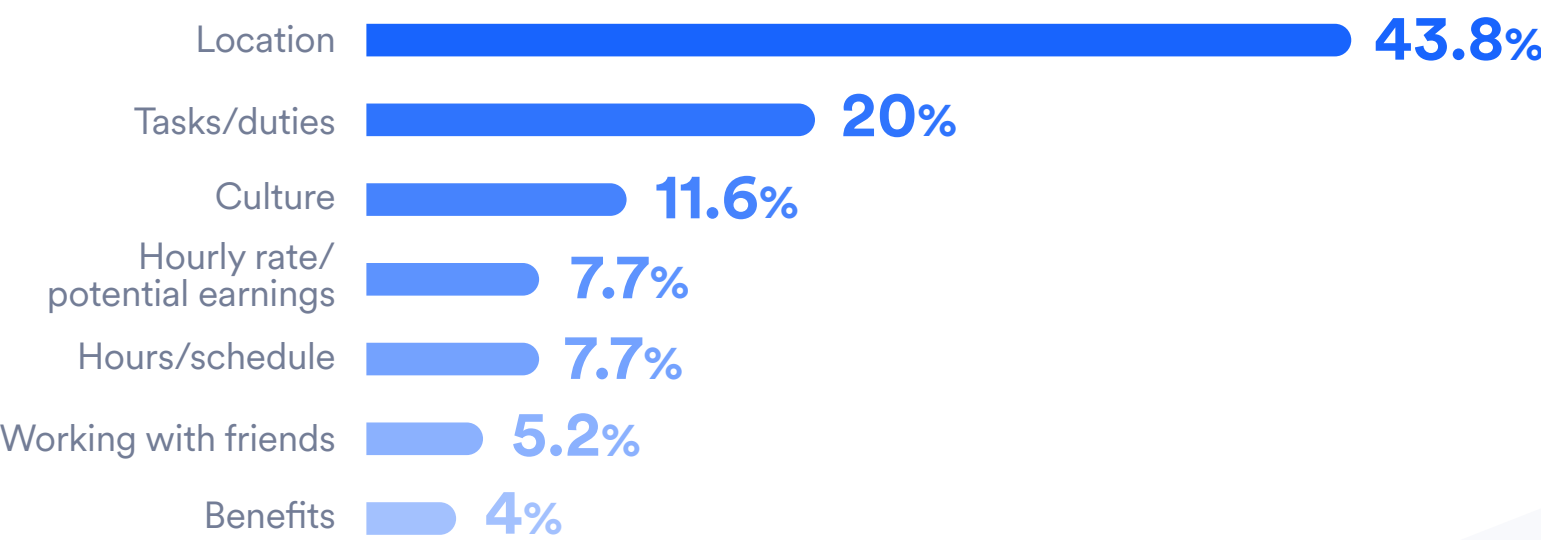
Most job seekers in Germany look for jobs on **Google, Arbeitsagentur, Indeed, and Stepstone**, followed by Xing and Meinstadt.



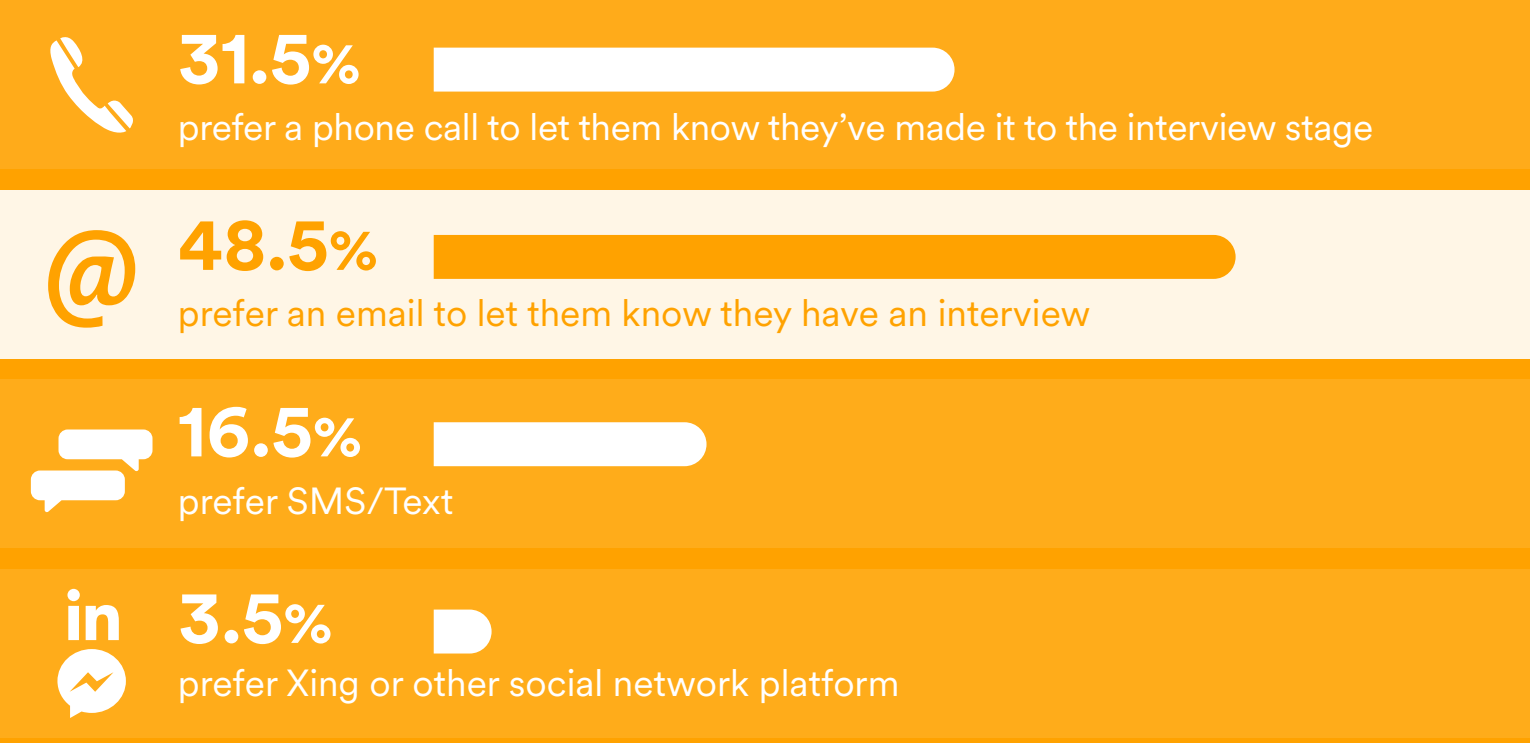
The majority (88%) of job seekers in Germany apply to **2-3 jobs at a time**.



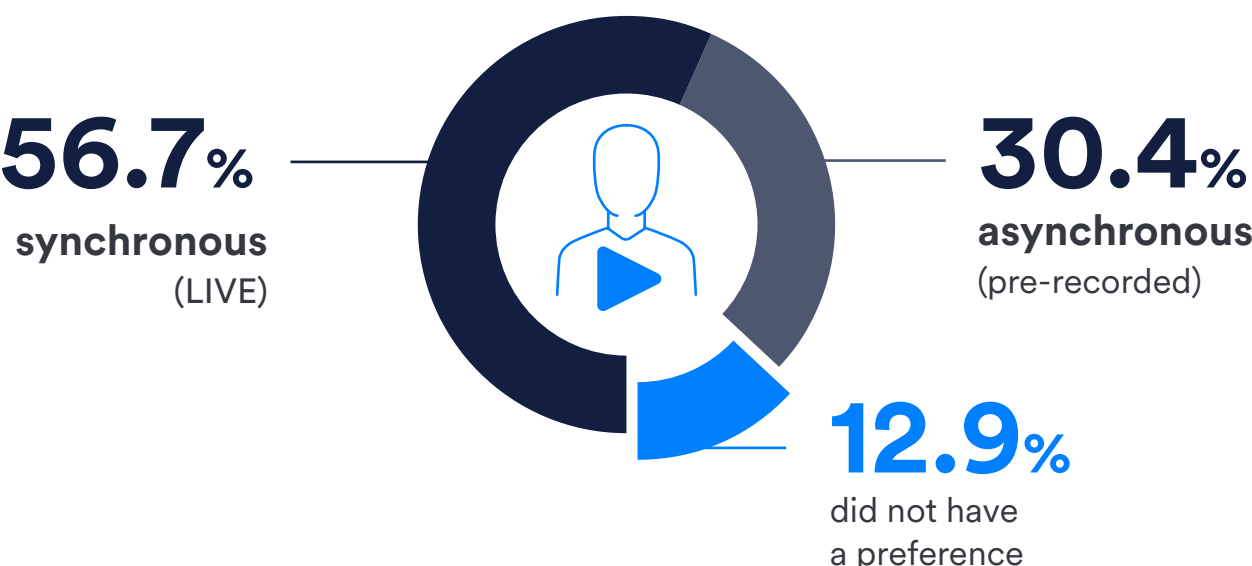
More than 70% of Germany-based job seekers surveyed found the **job description** to be **very important** to their search. Of the attributes listed in a job description, **location** and **tasks/duties** were the most important, followed by culture, hours/schedule, and earnings.



If and when job seekers in Germany land an interview, they prefer to be notified by **email** rather than by phone or SMS/text.



When it comes time for the interview, most Germany-based job seekers would **prefer synchronous (live) video** instead of pre-recorded video interviews.



Although 64.3% of respondents in Germany had a CV (resume), 35.7% did not and **many prefer to be judged on other qualities like years of work experience, responsibilities, and soft skills**.

"I am a good worker"

"Remember, we are nervous"

"Don't ask 'what's your strength or weaknesses'"

[Click here](#) to view the full report and survey results.