



# BEST PRACTICES FOR

## AVOIDING TECHNICAL RECRUITER BURNOUT



**O**n average, technical recruiters spend 33% of their time sourcing and interacting with candidates.

For junior technical recruiters, it's 57% of their time. Those interactions can be stressful especially if they are not equipped with adequate technology training to do the job well. What ends up happening is that stress of trying to pretend mounts. It's no wonder that the average tenure of technical recruiters is 1 to 2 years!

The high-pressure environment of technical recruiting, coupled with the fast-paced nature of the tech industry, can easily lead to exhaustion and burnout if not managed effectively.

Reducing burnout among technical recruiters is crucial for maintaining productivity, job satisfaction, and overall well-being.





# BEST PRACTICES FOR

## AVOIDING TECHNICAL RECRUITER BURNOUT



### PROVIDE TRAINING AND DEVELOPMENT OPPORTUNITIES

Invest in continuous learning, technology training, and development programs to help recruiters stay updated on industry trends, best practices, and new technologies.

This not only enhances their skills but also keeps their work engaging and fulfilling.



### SET CLEAR OBJECTIVES

Foster a culture of collaboration and teamwork where recruiters can share experiences, insights, and resources with their colleagues. Peer support networks or mentorship programs can provide valuable emotional and professional support.

Encourage recruiters, especially the junior recruiters, to share their experiences interacting with candidates. Recruiters can also share their experience in a private forum.



### PROMOTE BOUNDARIES

Encourage recruiters to set boundaries between work and personal life by respecting their time off and discouraging after-hours work communication.

Providing flexible work schedules or remote work options can also contribute to a better balance.



### STREAMLINE PROCESSES AND TOOLS

Identify and eliminate inefficiencies in recruitment processes by leveraging technology and automation where possible.

Providing recruiters with user-friendly tools and systems can reduce administrative burdens and free up time for more meaningful tasks.



### RECOGNIZE AND CELEBRATE ACHIEVEMENTS

Acknowledge the hard work and achievements of recruiters through regular recognition programs, bonuses, or awards.

Celebrating milestones and successes can boost morale and motivation, reducing the risk of burnout.