

Press release

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Job hopping and unrealistic salary demands are the biggest red flags to employers when hiring

- 29% of Australian business leaders are very concerned about how suitable a jobseeker is for a role if their resume shows signs of frequent job hopping
- 27% are very concerned about a candidate's suitability if they make unrealistic salary requests
- Requesting to work from home (8%) is the least concerning factor for employers when assessing a candidate's suitability for a role

Sydney, 14 November 2023 – Frequent job hopping and unrealistic salary expectations are the top two red flags for employers when assessing a candidate for a vacant position, new independent research by specialised recruiter [Robert Half](#) finds.

Employers are receiving more applicants for each job vacancy this year, with the average number up from 11.9 applicants in June, 2022, to 15.7 applicants in June, 2023¹. However, only 2.3 applicants are deemed suitable for the role, and only a little more than half (56%) of vacancies are being filled.

The Robert Half research asked employers to rate, on a scale of one to 10, how concerned they would be about a candidate's suitability across 10 key areas.

The most concerning factors according to employers were:

- Frequent job hopping (29%)
- Unrealistic salary expectations (27%)
- Not holding the required qualifications (26%)

The least concerning factors, which may mean more willingness to negotiate with candidates, were:

- Requesting to work from home (8%)
- Unexplained employment gaps (4%)
- Unformatted or lengthy resumes (4%)

Suitability issue	Percentage of employers very concerned (ranked 9 or 10)	Percentage of employers not at all concerned (ranked 1 or 2)
Frequent job hopping	29%	2%
Unrealistic salary expectations	27%	1%
Not holding the required qualifications	26%	1%
Requesting to work from home most of the time	23%	8%
Listing vague job descriptions	22%	1%
Inconsistencies with LinkedIn or other online profiles	20%	4%
Resume incorrectly formatted or too long	19%	4%
Unexplained employment gaps	19%	4%
Including irrelevant buzzwords	16%	3%

¹ [Jobs and Skills Australia, Labour Market Update](#)

Not tailoring the job application material to the role	16%	2%
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Independent survey commissioned by Robert Half among 300 business leaders in Australia.

"Today's Australian business landscape requires savvy hiring decisions. In this era of scrutinised cost management, every employment choice is a critical investment. Employers are strategically seeking top-notch talent, recognising that their selections must add tangible value. In this meticulous selection process, red flags in a candidate's suitability are detectable. Spotting those warning signals in a candidate's profile is a skill that discerning employers continue to refine," says **Nicole Gorton, Director at Robert Half.**

Here are Robert Half's tips on how to create 'green flags' for employers when they are assessing your suitability for role:

#1 Do your market research

Enter a salary negotiation as informed as possible. To get a current, realistic view of the compensation landscape for the role, consult the [Robert Half Salary Guide](#). It lists the current market rate for the position and experience level required, and national figures can be adjusted depending on the geographic location of the business in Australia. Pay particular attention to the "hottest jobs" and "in-demand skills" sections of the Salary Guide, as candidates who hold these skills are more likely to enter salary negotiation.

#2 Consider the bigger picture

Before deciding to move jobs purely for more money, think about how your current role could help your career progression and skills development. Are you learning new and transferrable skills that can be used in the future? Are you learning leadership skills and how to empathetically manage a team? Understand how your current responsibilities could be helping you long-term and see if this is something you would like to build on.

#3 Ensure your job search materials are accurate

The resume provided to a potential employer needs to accurately represent you and your skill set. Make sure spelling, dates of employment and responsibilities are precisely documented on your resume and your LinkedIn profile. This gives hiring managers a clear-cut overview of your experience which is used to assess your suitability for the role you applied for.

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Notes to editors

About the research

The study is developed by Robert Half and was conducted online in June 2023 by an independent research company, surveying 300 hiring managers, including 100 CFOs and 100 CIOs, from companies across Australia. This survey is part of the international workplace survey, a questionnaire about job trends, talent management, and trends in the workplace.

About Robert Half

Robert Half is the global, specialised talent solutions provider that helps employers find their next great hire and jobseekers uncover their next opportunity. Robert Half offers both contract and permanent placement services, and is the parent company of Protiviti, a global consulting firm. Robert Half Australia has offices in Brisbane, Melbourne, Mount Waverley, Perth, and Sydney. More information on roberthalf.com.au.

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