



2026

Why Conversations Still Matter More Than Job Boards

How a Recruiter Can Connect You to Opportunities You Would Never See

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What You Will Learn

- Why applying for jobs online can feel frustrating, even when you're a strong candidate
- How many of the best opportunities come from conversations rather than job adverts
- What an experienced recruiter can bring to your job search that a job board simply can't
- How building the right recruitment relationships can help you throughout your career, not just during one job search

If you've been applying for roles recently, you'll probably recognise the feeling.

You spend time updating your CV. You tailor your application. You hit send. Then... nothing.

Or perhaps you receive an automated rejection email weeks later.

It's frustrating, especially when you know you're capable of doing the job. The reality is that many good people are having exactly the same experience.

The issue isn't usually a lack of ability. It's that recruitment has become increasingly automated, and that means great candidates can sometimes get lost in the process.

At the same time, many of the best opportunities never make it onto a job board at all.

They're filled through recommendations, existing relationships and conversations that start long before a vacancy is publicly advertised.

That's why relying solely on job boards can be limiting.

In my experience, some of the most successful career moves happen because someone had a conversation at the right time.

The Opportunities You Never See

One thing I've noticed over the years is that businesses don't always start with an advert. Particularly in growing businesses, the conversation often starts with a problem.

"We need someone who can build a sales function."

"We need a stronger commercial lead."

"We need somebody who can help us scale."

At that point, many business owners pick up the phone. They talk to people they trust. They ask for introductions. They seek recommendations.

Only if that doesn't work do they usually move to a public advert.

That's why some of the most interesting opportunities begin life as a conversation rather than a vacancy.

What An Experienced Recruiter Brings To The Table

A good recruiter isn't simply matching CVs to job descriptions.

They're speaking to business owners, managing directors and hiring managers every day. They're hearing about growth plans before they're announced. They're understanding what challenges businesses are trying to solve. And they're getting a feel for the type of person who will succeed in a particular environment.

That's especially important at senior level.

A Head of Sales who thrives in a scale-up may struggle in a large corporate environment. An Operations Director who excels in a fast-moving SME might not enjoy working in a heavily structured organisation.

The right role isn't just about skills. It's about fit. That's where conversations become valuable.

Conversations Open More Doors Than Applications

When you apply online, you're often one of dozens, sometimes hundreds, of applicants.

The hiring manager only sees a document. They don't see your personality, your motivations or the experience you've gained throughout your career.

A conversation changes that.

It allows someone to understand your strengths, your ambitions and the type of business where you'll do your best work.

That's why relationships matter. Not because they guarantee opportunities, but because they create them.

The strongest career moves I've seen rarely happen because somebody sat behind a screen sending dozens of applications every evening. More often, they happen because the right conversation took place at the right time.

A Different Approach To Your Next Move

Job boards still have a place. But they shouldn't be your only strategy.

Building relationships, staying connected with people in your market and having conversations with recruiters who understand your world can open up opportunities you may never find on your own.

The people who manage their careers best don't wait until they desperately need a new role before making those connections. They build them over time.

And when the right opportunity comes along, they're already part of the conversation.

If you're thinking about your next move and would like an honest chat about the market, I'd be delighted to hear from you at sarah@recruitrecruit.co.uk.

A little about Sarah Bishop and Recruit Recruit Ltd



Whether you're a sole trader hiring your first team member, a VC-backed startup needing to scale fast, or a corporate looking for top-tier C-suite talent, one thing stays true:

Your business grows when your people grow.

I help founders, CEOs and business leaders build brilliant teams through:

- **Recruitment:** finding and placing the right people for the right roles or embedding a talent team into growing businesses
- **Sales & Leadership Training:** developing high-performing teams that sell, lead and deliver
- **Speaking & EmCeeing:** energising events and conferences with insight, humour and practical takeaways
- **Coaching:** supporting leaders to grow confidently, communicate better, and build culture that sticks

Over the years, I've supported businesses at every stage, from bedroom startups to scale-ups and established firms navigating change. What they all have in common? A vision to grow and the ambition to get the right people on board to make it happen.

I bring no-nonsense advice, energy, empathy and results, whether I'm:

- Hiring a game-changing leadership role
- Training a founder-led team to sell with confidence
- Speaking on stage about team-building, fearless follow-up, or people strategy
- Coaching a business owner through their first ever hire

So, let's talk if:

- You're ready to grow and want to hire with confidence
- You need training or coaching to get more from your team (or yourself!)
- You're planning an event and want a speaker or EmCee who brings both energy and value

Drop me a message or connect - let's build something brilliant together.

Now - #1 Bestseller on Amazon -

Scale Up!: The Founders' Guide to Accelerating Growth by Building Dream Teams by Sarah Bishop

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