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How to Fill Vacancies Faster Without Lowering Your Standards

**The Simple Changes That Can
Help You Fill Roles Faster**

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You've found someone who looks perfect on paper. Their CV ticks all the boxes, the first interview goes well, everyone agrees they're a great fit... and then they accept another offer before you've even made yours.

Sound familiar?

It's easy to blame the market, but more often than not, the problem isn't a lack of good people. It's that the process simply takes too long.

The encouraging news is that this is something you can fix.

Speeding things up doesn't mean lowering your standards or rushing decisions. It means removing unnecessary delays so you can secure the right person before someone else does.

What You Will Learn

In this blog we'll cover:

- Why speed matters more than ever in today's job market.
- Where businesses lose the most time during the recruitment process.
- Why cutting corners can be just as costly as moving too slowly.
- Practical ways to make better appointments without compromising on quality.

Why Speed Matters

The average time to fill a vacancy has increased over the last few years, yet the best people are often available for little more than a week before accepting another offer. That means many businesses aren't missing out because they're choosing carefully. They're simply taking too long to reach a decision.

It's an important distinction.

Finding the right person should never be rushed, but unnecessary delays between each stage can make all the difference.

When Taking Too Long Starts Costing You

An empty chair affects far more than your recruitment plans.

Projects slow down. Existing teams pick up extra work. Managers spend more time firefighting and less time focusing on growing the business.

The impact is felt by applicants too.

Research shows that poor communication and long gaps between interviews are two of the biggest reasons people withdraw from a recruitment process altogether. If someone feels forgotten, they'll often move on, especially when other employers are moving more quickly.

Before long, you're back to square one, advertising the same role all over again.

Where Is All the Time Going?

One of the biggest misconceptions is that lengthy recruitment processes are caused by thorough assessment. In reality, most delays happen before any meaningful decision has even been made.

Common causes include:

- Endless diary juggling to arrange interviews.
- Too many interview stages that cover the same ground.
- Delayed feedback between managers.
- Different stakeholders wanting different things.
- Systems that don't talk to each other, leaving someone to manually chase updates.

None of these improves the quality of your decision. They simply add time.

That's why the businesses attracting the best people aren't necessarily making quicker decisions. They're making smoother ones.

Everyone understands what they're looking for, communication is consistent, and each stage has a clear purpose.

But Don't Swing Too Far the Other Way

Of course, moving faster shouldn't mean cutting corners.

A poor appointment is expensive, not just financially but in lost productivity, management time and the disruption of having to start again.

Research consistently shows that many unsuccessful appointments aren't caused by a lack of technical ability. They're down to poor cultural fit, attitude or unclear expectations.

That's why structured interviews and consistent assessment matter.

HOW TO FILL VACANCIES FASTER WITHOUT LOWERING YOUR STANDARDS

The goal isn't to squeeze five interviews into two. It's to make every stage count. The businesses that get this balance right don't sacrifice quality for speed. They remove unnecessary delays while keeping the conversations and assessments that genuinely help them choose the right person.

Ultimately, it's not about doing less. It's about doing what matters, better.

So, How Do You Speed Things Up?

The good news is that shaving weeks off the process doesn't usually require a complete overhaul. In many cases, it's about making a few smart changes.

Build Relationships Before You Need Them

The best people aren't always actively looking for a new role.

Keeping in touch with talented professionals, even when you don't have an immediate vacancy, means you're starting with a warm network instead of a cold search. When the right opportunity comes along, you're already a step ahead.

Keep Communication Moving

It sounds obvious, but it's one of the easiest things to get wrong.

Applicants appreciate knowing what's happening, even if the update is simply, "We're still making a decision."

Regular communication keeps people engaged, builds trust and dramatically reduces the chances of someone disappearing halfway through the process.

Make Every Interview Count

If you're asking the same questions across three or four interviews, it's probably time to rethink the process.

A structured interview, where each stage has a clear purpose, helps everyone assess the same things consistently. It also makes comparing applicants much easier and decisions much clearer.

Use Technology to Save Time, Not Replace People

Technology has transformed the way businesses recruit, and for good reason. Automating interview scheduling, managing applications and carrying out initial screening can remove hours of admin every week.

What it shouldn't replace is human judgement.

Choosing the right person is still about conversations, experience and instinct. Technology should support those decisions, not make them for you.

Your Employer Brand Matters More Than You Think

Before someone applies for a role, they'll almost certainly look at your business. Your website, social media, online reviews and reputation all help shape that first impression.

If people like what they see, they're far more likely to apply and stay engaged throughout the process.

A strong employer brand also means you're attracting people who genuinely want to work for your business, rather than simply applying because there's a vacancy.

Focus on Skills, Not Perfection

Many businesses still hold out for the mythical "perfect candidate."
The reality is that they rarely exist.

Looking at transferable skills, potential and attitude often opens the door to exceptional people who may have been overlooked because they don't tick every single box.

Sometimes the right person isn't the one with the longest CV. They're the one who'll grow with your business.

So, Where Should You Start?

If you're finding it takes longer than it should to fill vacancies, take an honest look at your process. Ask yourself:

- Are we losing time between stages?
- Do we all agree on what we're looking for?
- Are we communicating quickly enough?
- Are we making applicants jump through unnecessary hoops?
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Often, a few small improvements can make a surprisingly big difference.

You Don't Have to Do It Alone

Building an efficient recruitment process takes time.

It means creating talent pipelines, investing in technology, refining interview techniques and keeping candidates engaged throughout the journey.

For many businesses, that's a significant commitment alongside everything else they're managing.

That's where working with a specialist can really help.

At Recruit Recruit, we've already built those relationships, refined those processes and developed the tools needed to move quickly without compromising on quality. Whether you're filling one key role or planning for future growth, we'll help you find the right people without the delays that so often get in the way.

After all, finding the right person shouldn't feel like a race against the clock. With the right approach, it doesn't have to.

Feel free to get in touch 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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