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Updates in Print and Packaging Recruitment

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Why Strong Candidates Turn Down Job Offers

One thing we've noticed recently is that candidates are becoming increasingly selective when considering new opportunities. With many employers competing for the same talent, candidates are carefully evaluating not just the role itself, but the overall package, culture, and long-term prospects.

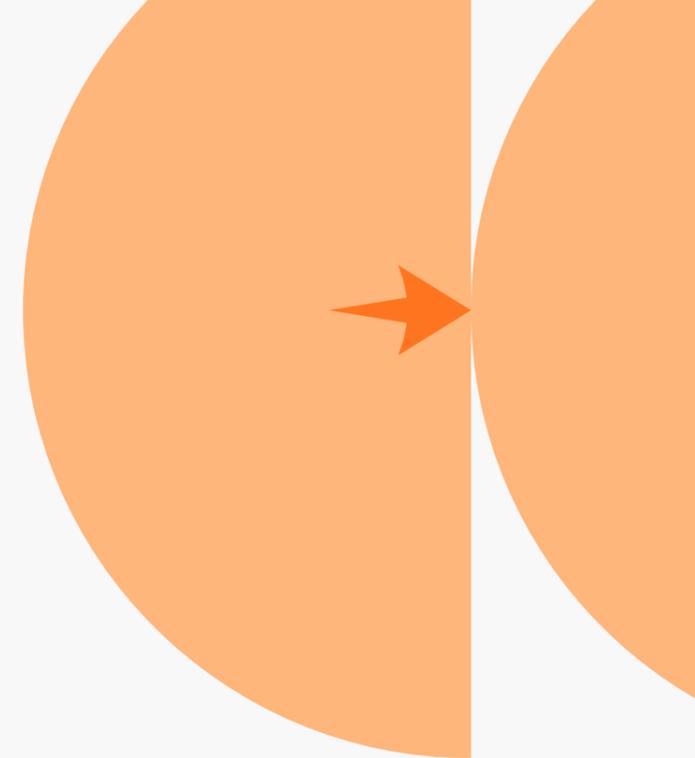
The most common reasons offers are declined include:

- Slow hiring processes causing candidates to accept other roles
- Salary not aligning with market expectations
- Limited flexibility around working patterns
- Lack of clear progression or development opportunities

For companies looking to secure top talent, speed, clarity, and clear communication throughout the hiring process are more important than ever.



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Advice for Hiring Managers

To improve offer acceptance rates and secure the best candidates:

- Move quickly – streamline interview stages and provide prompt feedback
- Set clear expectations early – discuss salary ranges, benefits, and working arrangements from the outset
- Highlight career progression – strong candidates want to understand how the role can develop over time
- Create a positive candidate experience – clear communication and engagement throughout the process can strongly influence a candidate's final decision

In today's market, a smooth, efficient hiring process can make the difference between securing top talent and losing them to a competitor.



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Hiring in Q2?

Many businesses are already planning their hiring needs for the next quarter. If you're anticipating recruitment challenges in the coming months, now is a good time to start planning ahead.

Whether you're hiring for sales production, technical, or commercial roles within print and packaging, get in touch with one of our consultants for a confidential conversation.





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Hot Jobs of the Month

Here are just a few of the exciting roles we're currently hiring for:

1. Business Development Manager (Labels) – West Midlands | Competitive salary + uncapped commission
2. Business Development Director (Paper-based Packaging) – UK | £120k OTE
3. Cut & Crease Operator (Corrugated) – West Midlands