

Behind-the-scenes truths

About the modern hiring process that every job seeker should know:

"Don't let a 'reposted' job discourage you. HR tech often auto-refreshes listings regardless of where they are in the interview process. If you're qualified, don't wait for the portal—reach out to a human directly!"

1. The "Auto-Refresh" Phenomenon

Many companies use "Evergreen" postings. Their software is set to automatically expire and repost a job every 30, 60, or 90 days to keep the listing at the top of search results. This happens even if the recruiter is 95% finished with the hiring process. If you see a repost, it doesn't always mean they rejected everyone; it just means a timer went off.

2. The "Ghost" Job Posting

Sometimes, companies are required by law or internal policy to post a job publicly even if they already have an internal candidate lined up for a promotion. This is frustrating for external applicants, but it explains why "perfect" candidates sometimes don't get a call—the "winner" was decided before the post even went live.

3. The "ATS" Is Not a Monster

There is a myth that "Robots (ATS) read your resume and auto-reject you." In reality, most systems simply rank you based on keywords. A human usually still has to click "decline." If you get rejected instantly, it's usually because of "knock-out questions" (e.g., "Do you have a CDL license?" and you clicked "No").

4. Recruiter "Inbox Zero" Doesn't Exist

A single corporate recruiter might be managing 20+ different roles, each with 500+ applicants. If they spend just 6 seconds on each resume, that is still hours of manual labor. Most "ghosting" isn't intentional—it's a math problem. This is why **direct outreach** (as mentioned before) is so vital to break through the noise.