



Your Job Descriptions Are Filtering Out Your Best Hires

The best candidate for your open role probably stopped reading at "10+ years of experience required."

Job descriptions have become gatekeeping documents instead of invitations. They're written to screen people out, not to bring the right people in. The result? Your applicant pool shrinks to those who either meet every checkbox or are confident enough to ignore them.

THE CREDENTIAL TRAP

The problem starts with how JDs are built. They're often cobbled together from old postings, inflated with requirements that current employees don't even have, and stuffed with jargon that says nothing. "Dynamic self-starter with a passion for excellence" tells candidates nothing about the actual work.

Credential bias makes it worse. Requiring a specific degree or

certification assumes capability can only come from one path. It can't. Skills-based hiring is gaining traction because companies are realizing that someone who taught themselves to code, rebuilt a small business's ops from scratch, or pivoted industries might outperform someone with the "right" resume line.

THE LAUNDRY LIST PROBLEM

When a JD lists 15 responsibilities and 12 required skills, it's not clarity but intimidation. Research shows women apply when they meet 100% of qualifications; men apply at 60%. You're not filtering for competence. You're filtering for confidence, and those aren't the same thing

LANGUAGE THAT EXCLUDES

Phrases like "aggressive targets," "rockstar," or "work hard, play hard" don't just sound dated—they signal who belongs and who doesn't. They skew applicant pools before anyone even applies.

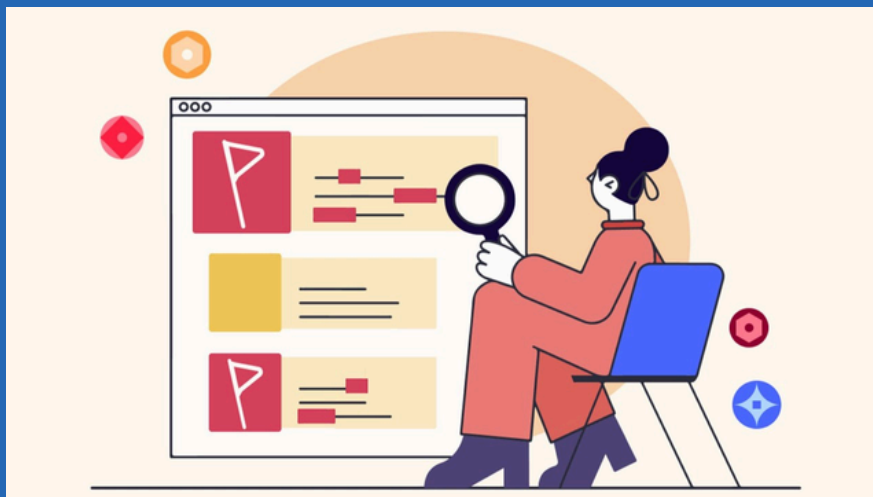
THE FIX

The solution isn't hard, but it requires honesty. Separate must-haves from nice-to-haves. Be specific about what the role actually involves day-to-day, not what sounds impressive. Drop the degree requirement unless it's legally necessary. Use plain language.

Test your JDs. If your top performer from three years ago wouldn't qualify today, your criteria are broken.

Your job description is the first impression of your company. Great hires can do the work, not just meet requirements. Your JD should help you find them, not scare them away.

SYMPHONY SAMACHAR



- Telecom giant Nokia may cut up to 14,000 jobs globally, with India likely to be significantly affected as companies restructure to stay competitive. - **People Matters**
- Microsoft reportedly paused hiring in certain cloud and sales divisions to control costs and improve efficiency. - **Times of India**
- A report suggests 33% of companies that replaced workers with AI lost critical skills, forcing them to rethink workforce strategy.- **People Matters**
- A new HR trend called “job hugging” shows employees avoiding job changes due to layoffs and economic uncertainty.- **Human Resources Online**
- New research highlights risks of AI bias and compliance issues in hiring systems. - **SHRM**
- Organizations are being forced to adapt faster as AI accelerates business change cycles.- **Deloitte**