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With all the talk of ghosting, ghost jobs and AI bots, it might sound like we're assembling a cast of characters for a horror movie. But no, it's not spooky season anymore. We're simply describing the state of the job market today. The latest Greenhouse 2024 State of Job Hunting report – a survey of 2,500 workers across the US, UK and Germany – reveals nearly half of US workers are actively job-hunting, yet 79% admit they're feeling heightened anxiety in this current job market. "The data highlights a troubling reality – the job market has become more soul-crushing than ever," says Jon Stross, President and Co-founder of Greenhouse. Let's take a closer look at what candidates are facing – from discrimination and fierce competition to a new AI arms race – as well as a few bright spots and areas of opportunity for employers and TA teams. Ghosting and ghost jobs are getting harder to avoid. Ghosting and ghost jobs are two common concerns for job seekers. Ghosting refers to employers that abruptly stop communicating with candidates without any explanation. This disrespectful behavior is on the rise: 61% of job seekers have been ghosted after a job interview, a nine percentage point increase since April 2024. Historically underrepresented job seekers are even more likely to experience post-interview ghosting (66% vs. 59% of white candidates). One explanation for the increase in ghosting is that employers are being overwhelmed by AI applications. Internal Greenhouse data shows that recruiter workload increased by 26% in the past quarter alone. AI has made it easier than ever for candidates to apply for jobs, with 38% of job seekers mass applying to roles, flooding employers with resumes rather than pursuing targeted opportunities. Companies are struggling to manage the overload of applications fueled by AI, but they need to realize that the market runs in cycles and they won't always have the upper hand. Every unanswered email and every vanishing hiring manager isn't just a minor inconvenience to candidates; it's costly and can damage a company's reputation, making it harder to attract top talent in the long term. Jon Stross, President and Co-founder of Greenhouse. The practice of posting "ghost jobs" – positions advertised with no intent to hire – is also becoming more prevalent. Three in five candidates say they suspect they've encountered a ghost job. And Greenhouse data shows this phenomenon isn't just in candidates' heads. In any given quarter, 18-22% of the jobs posted on the Greenhouse platform are classified as ghost jobs. Candidates still care deeply about DE&I. While diversity, equity and inclusion (DE&I) efforts and programs have faced public backlash, job seekers still see a company's commitment to DE&I as a green flag. More than half (53%) of candidates consider it very important for companies to openly promote DE&I in job postings, while only 9% deem it unimportant. Historically underrepresented job seekers are placing increasingly more importance on DE&I. The number of these candidates who say a company's DE&I commitments are essential when applying to a role grew by 27 percentage points between April and November 2024. At the same time, 64% of US candidates report they've faced discriminatory or biased interview questions. The most frequently encountered discriminatory questions related to age, race and gender. A structured interviewing approach can help ensure that all interviewers ask the same questions and don't veer into dangerous, discriminatory territory by going off script. The giant bot in the room We can't talk about the current state of hiring without examining the role of AI. A vast majority (91%) of workers view the current job market as challenging, and 57% attribute the intensified competition to AI. Hiring remains a black box to many job seekers, and AI has made it more opaque. Some candidates embrace AI's potential, indicating they don't have a problem with automated screening of basic qualifications and AI-assisted candidate evaluation. However, others remain skeptical. Overall, 15% of candidates oppose any AI involvement in hiring. Next steps for TA teams Wondering what you can do to make sure you're creating positive impressions for your candidates? Here are a few ways candidates would like to see the hiring experience improve: 42% want stronger recruiter communication 38% are seeking ways to make their applications stand out from the crowd 28% would like more clarity on AI usage If you're struggling to keep up with an influx of AI applications, we recently shared a few tips to help you navigate this situation. Focusing on skills-based and structured hiring can help streamline your approach to writing job descriptions and conducting interviews, while Greenhouse features like smart searches and application limits can keep your candidate pipeline moving and prioritize real candidates while preventing spamming. And if you're wondering how to approach AI usage for both your TA team and candidates, we've published our policy and encourage other companies to do the same. Our research reveals it's a tough market for job seekers and TA teams alike, but job seekers see the steps you take to create a positive candidate experience – and it makes a world of difference. Explore even more of the findings from our 2024 State of Job Hunting report, including common missed opportunities and candidates' top concerns. Download the report at the top right of this page to learn more. CompanyThe leader in hiring softwareGreenhouse has led in hiring innovation for 10+ years. Our AI-powered platform empowers teams to make smarter, faster decisions and consistently hire top talent, transforming recruiting into a strategic engine for growth. Read our missionRequest a demoThe only hiring platform you'll ever needGet more value from your hiring softwareStop taking a risk with your recruiting budget and start saving money. Greenhouse has everything you need to make the best possible hires, consistently and quickly. How we compareFlex and scale with one easy-to-use platformGreenhouse grows with you, from startup to enterprise – with the flexibility to utilize native platform tools and hundreds of pre-built integrations to build your preferred tech stack. Learn morePartner with an established industry leaderFor over a decade, Greenhouse has led the way in hiring innovation and improving the candidate experience, from pioneering structured hiring to embedding AI tools. See more\$12kAverage savings per recruiter, per year\$89%Three-year return on investment7moEmbracing our humanity, differences and diversity of viewpoints is not only what helps us hire great people, but keep them. We are united in the belief that fixing how companies hire is a problem worth solving and we focus on creating value and earning our customers' trust every day. We work together as entrepreneursTo solve important problems for our customers, we maintain a bias for action and hold ourselves – and each other – accountable to do our best work, together. We're proud to be recognized as an industry leader. See press & awardsWe're backed by global investors committed to our missionTPG Growth and The Rise Fund have invested in Greenhouse to accelerate the impact we can have toward reducing racial and gender bias in the hiring process and building the most inclusive hiring system ever made. Everything you need to hire, in one platformStop taking a risk with your recruiting budget and start saving money. Greenhouse offers an end-to-end solution with everything you need to make the best possible hires, consistently and quickly. Greenhouse has everything you need for great hiring in one easy-to-use platform. Plus, you can connect with business tools you already use and customize a tech stack with our hundreds of pre-built integrations. Greenhouse has led the way in hiring innovation for over a decade – from pioneering structured hiring to our latest advances in AI and our candidate portal, we're always pushing what's possible. Learn about AI recruiting Scalable workflowsPower every aspect of your talent acquisitionMake every part of your talent acquisition workflow easier, more efficient and designed to meet your business needs – at any scale, all within Greenhouse. Request a demoBring more structure to your hiring processStructured hiring – Standardize your hiring process to better define role requirements and enhance internal alignmentInterview kits – Keep everyone on your team organized with easy-to-follow interview planning, prep kits and candidate scorecardsTask automation – Increase efficiency with automated reminders that keep hiring teams, stakeholders and candidates on track – and on the same pageImprove your talent operationsLanguage translation – Tailor Greenhouse to your native language with job boards in 19 languages and all interviewing experiences in six languages (English, German, French, Spanish, Italian and Portuguese)Greenhouse Offer Forecast – Leverage machine learning to ensure roles are on track based on target offer acceptances and start datesTailored workflows – Enable advanced data configuration and customizable permissions and workflows to help you meet the demands of your complex systemsCollaborate with your hiring teamSeamless communication – Enhanced alignment and transparency between recruiters, interviewers and hiring managers with @ mentionsJob kickoff forms – Configure fields to capture the necessary information from hiring managers for more informed hiring decisionsSlack integration – Get important hiring process updates like approvals and reminders to stay more productive and efficientScale at your own paceData models – Track multiple job applications and repeat candidates for more scalable recruitmentHiring tech stack – Connect with our 500+ integration partners and our open API to build the tech stack you needHigh-volume hiring – Bulk candidate management and approvals to keep your process moving, with instant access to all the hiring information you need – all in one placeGreenhouse governance and securityGDPRFeel confident that your data is protected by our platform tools that meet the legal requirements outlined by the General Data Protection Regulation (GDPR). AuthenticationGreenhouse customers can manage users and their access to sensitive data in a way that is efficient and scalable, including single sign-on (SSO) functionality. SecurityGreenhouse security includes being ISO 27001:2022 and ISO 27701:2019 certified as well as undergoing SOC 1 and SOC 2 Type II audits annually. Greenhouse is the only hiring platform you'll ever need. We're a strategic partner who helps you: Make the best hires faster every time, with solutions from sourcing to interviewing to onboardingNavigate unrelenting internal and external change with a platform that will scale and flex with you, thoughtfully integrating new technology like AI into the workflows you use day to dayTake back control of your pipeline, allowing you to sort and filter candidates that best align with your job description while avoiding the risks of fraud, spam and misrepresentationCreate an objective, inclusive hiring process with structured hiring, recruiter/HR alignment and bias mitigationAchieve a 3-year hiring ROI of 589%, with average annual benefits worth \$6.65 millionA member of our team will be in touch within 24 business hours. Leading companies choose GreenhouseDiscover how our industry-leading platform and history of market innovation do more to help you cut costs, reduce risk and hire better – faster. See comparisonGet the most ROI out of your hiringFrom analyst reports to industry rankings to customer stories, the results are clear: we're the platform of choice to get measurably better at hiring. See hiring ROIExpert guidance at every stepFrom onboarding to optimization, our 200+ customer-facing specialists are here to empower your Greenhouse journey and enable your success. Meet your partners Placeholder text for "read time" DO NOT REMOVEToday's hiring teams are stuck between a rock and a hard place – tight timelines, big goals and limited resources. They're expected to move fast, deliver results and do more with less. Meanwhile, AI is everywhere – tempting hiring teams with the promise of higher productivity and quicker decision-making. It's exciting, but it can also feel overwhelming: Where to start? Which platforms are the best? Is this going to cost even more money? At Greenhouse, we believe that AI in hiring should feel useful, not overwhelming. That's why we're embedding powerful, built-in AI recruiting tools directly into the Greenhouse platform you already use – to help you hire faster, work smarter and stay focused on what matters most: finding the right people for your team. Create job posts like a pro – no creative skills needed. Let's face it, you're too busy to just stare at a blank page. AI recruitment software from Greenhouse will help you build high-quality, compelling job posts in just a few clicks. You've now got the perfect assistant to help you craft polished, effective descriptions – even if writing isn't your thing – so you can launch roles faster and attract the right candidates. In addition, our job board customization tool helps you easily customize your job boards – no CSS or developer experience needed. Spend less time searching, more time connectingSourcing shouldn't feel like searching for a needle in a haystack. AI recruiting tools in Greenhouse help you move from searching to outreach faster by surfacing better matches and automating the busywork. Here are a few key features that can help enhance efficiency: AI personalization tokens: Automatically add context to outreach messages with dynamic email snippets, so your team can personalize at scale without starting from scratch. AI-enabled filters in Talent Filtering: Surface top candidates based on your preferred years of experience and related skills, using smarter AI-powered filters that help you zero in on who matters. Sentiment analysis in Sourcing Automation: Greenhouse AI categorizes candidate replies so you can quickly focus on those who are interested and move faster on follow-up. Hire better candidates with smarter interviewsInterviews are a critical part of hiring. And now, they're easier to get right. With AI-generated interview plans, Greenhouse helps you run more structured and effective interviews, without spending hours prepping. These features will help you make the right hire, every time: AI-generated scorecard attributes: Generate role- and company-specific attributes to evaluate candidates, speeding up planning while keeping your standards high. AI-generated interview questions: Thoughtful, structured questions are created in seconds so your team can focus on evaluating, not drafting. Save time with instant interview summaries and report buildersAfter back-to-back interviews, you're left with a mountain of notes to organize, feedback to summarize and reports to build – all while trying to keep the hiring process moving forward. It's tedious, time-consuming and often inconsistent across team members. A few time-saving features include: AI-powered candidate and scorecard summaries: Get instant, clear snapshots of candidate feedback to help your team move forward with confidence. AI polish for scorecard notes: Clean up shorthand or unstructured notes in one click – making it easier for your team to review and collaborate. BrightHire integration: BrightHire's AI auto-syncs call notes directly to Greenhouse scorecards – no copying, pasting or clicks required. AI-powered report filters: Use natural language to create and customize reports, without the usual digging through menus. Smarter hiring starts now – with AI in GreenhouseGreenhouse AI is here to make your hiring workflows simpler, faster and more effective. Whether you're building job posts, reaching out to candidates, running interviews or analyzing results, our new AI recruiting tools are designed to take the manual work off your plate – so you can focus on what makes hiring great: the people. And this is just the beginning. We're continuing to build the future of AI in hiring – right where you work, inside Greenhouse. Ready to work smarter, not harder? Explore our latest Greenhouse features and see how built-in AI can help transform your hiring process. Geld sparen und Recruitingbudget nicht mehr überschreiten – Greenhouse bietet E2E-Lösungen mit allem Nötigen, um schnell & konsequent Top-Mitarbeitende zu finden. Flexibel anpassen und mühelos skalierenGreenhouse bietet eine Plattform für optimales Recruiting. Bereits verwendete Business-Tools werden integriert. Ihr Tech-Stack wird mit Hunderten vorgefertigter Integrationen angepasst. Skalierbare Workflows anzeigenMachen Sie Ihre Personalbeschaffung zukunftssicherGreenhouse ist seit über 10 Jahren führend im Recruiting; von Prozessstrukturierung bis hin zu Fortschritten bei KI und im Bewerberportal – immer wird versucht, alles möglich zu machen. Mehr über die KI-Personalbeschaffung Great Place to Work 2024, 2023, 2022, 2021, 2020, 2019FortuneBest Midsize Places To Work in Colorado, 2024Built in ColoradoInc. Best Workplaces, 2022, 2021, 2020, 2019, 2018Inc. Top 100 Workplaces For Diverse Representation, 2022MogulBest Company for Diversity 2020Comparably Hiring the right people for the role, every timeStronger candidate pools Reputation for excellent candidate experienceFair and confident hiring decisions based on objective criteriaFill roles efficiently, predictably and consistentlyIncreased accountability and stakeholder buy-inRecruiting teams empowered to be strategic advisorsNavigating market changes in hiring with confidenceLess exposure to costly legal risks and compliance issuesSolutions that help you execute business plans with confidenceLess money spent on third-party consultants and implementation teamsIncreased total employee lifetime valueMaximizing hiring ROI while minimizing spendDecreased cost-per-hire and total recruiting spendAttractive ROI across sourcing, teams and tech stacksRecruiting teams can do more with lessConsistent achievement of company goalsStaying secure and compliantLower legal and compliance costsStreamlined workflows and automation to cut down on IT costs and overheadImproved compliance audit success rates