PEOPLE | TECHNOLOGY | GROWTH

Publication status

Editorial brief by ClickView Innovation. This document is perspective drawn from our own staffing and delivery work across India and the UAE. It is not a survey report, it presents no sample sizes or market statistics, and every observation is attributed to our engagement work. Where the market is uncertain, we say so.

WHAT THIS BRIEF EXAMINES

- From CV forwarding to accountable delivery
- Why hiring cycles compressed, and where the limit is
- What clients now expect from a staffing partner

THE END OF CV FORWARDING

The clearest trend in our staffing work is that clients no longer pay for forwarded CVs. The expectation has moved to a validated shortlist: candidates already technically screened by a practitioner, with interview slots attached and one accountable lead who owns the outcome. Suppliers who still measure themselves in CVs sent are measuring a currency the market has stopped accepting.

This is the same shift we built our own staffing standard around, a technically validated shortlist within five business days. The speed is not the point. The validation is the point, and speed comes from the preparation behind it.

COMPRESSED CYCLES, REAL LIMITS

Hiring cycles have compressed, and the compression came from coordination, not from skipping steps. Interview scheduling, feedback loops and candidate care inside the engagement are what

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stop strong candidates going cold between slots. That is process work, and it is where most of the recoverable time in a search lives.

The limit is real, though. Senior and hybrid-discipline roles cannot be compressed below the time it takes for a genuine practitioner review and a client-side decision loop. Teams that promise otherwise are quietly cutting the validation, and the cost surfaces after the hire.

WHAT CLIENTS EXPECT NOW

The expectations we hear consistently are: transparency into the pipeline, a partner who can say a role is scoped wrong, and continuity after the placement. Staffing has moved closer to delivery, and the partner is increasingly judged by whether the person placed is still there and still growing a year later.

We keep this brief free of market-size figures and adoption percentages. The trends here are the ones visible in our own engagements, stated as observations, and that labelling is deliberate.

WHAT TO TAKE AWAY

- ✓ Forwarded CVs are a currency the market has stopped accepting.
- ✓ Cycle time is compressed through coordination, not by skipping validation.
- ✓ Senior searches have a floor set by practitioner review and client decision loops.
- ✓ A staffing partner is judged by retention and growth after the placement.

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