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

- What discovery must settle before sourcing starts
- How practitioners screen instead of keyword filters
- Why interview coordination decides the timeline

SPEED IS PREPARED IN ADVANCE

Our published staffing standard is a technically validated shortlist within five business days of the briefing. Clients often read that as a promise about effort in week one. In practice, most of that speed was spent long before the role existed: the network is maintained, references are known, and screening capacity is staffed so a new search starts warm rather than from zero.

That is the difference between a pipeline that is built per role and a living network that is tapped per role. The five days are not a sprint. They are the visible part of preparation that never stops.

DISCOVERY DECIDES THE QUALITY OF THE SHORTLIST

The single biggest predictor of shortlist quality is the briefing conversation. It has to settle three things: the stack as the team actually uses it, the seniority the team can genuinely absorb, and the working pattern across locations and hours. A brief that skips any of the three

Headquarters & Talent Hub (India): 235, 2nd & 3rd Floor, 13th Cross Rd, Indira Nagar II Stage, Bengaluru, Karnataka 560038
Corporate & Delivery Hub (India): LR Towers, SJRRA 104, S Janatha Rd, Palarivattom, Kochi, Kerala 682025
UAE: PO Box 9902, Dubai Convention Center, Downtown, Dubai, UAE
Email: ops@clickview.in Tel: +91 80 62178473 / +971 58 502 7295
www.clickviewinnovation.com

produces candidates who match the job description but not the job.

In India and the UAE markets we serve, the working-pattern question matters more than teams expect. A role that looks remote-first on paper but needs Gulf-hours overlap, or Bengaluru-office presence two days a week, changes the candidate pool materially. Discovery exists to surface that before sourcing begins.

PRACTITIONERS SCREEN, FILTERS DO NOT

A technical screen run by someone who does the work catches what keyword filters cannot: whether the candidate has actually operated the system they list, or only read about it. Our screens are run by practitioners in the same discipline as the role, which is why an engineering shortlist is reviewed by an engineer and a quality role by a QA lead.

This is also where most self-service hiring funnels lose good people. Automated filters reward exact keyword matches and penalise adjacent experience, which is precisely where strong candidates from adjacent stacks live. A practitioner reading a CV asks a better question than a filter: could this person do the work with two weeks of context?

THE LAST MILE IS COORDINATION

A shortlist that arrives with no interview slots attached is only half delivered. Strong candidates are interviewing elsewhere in the same week, and the ones who go cold between slots are rarely lost to rejection. They are lost to silence. Keeping scheduling, feedback loops and candidate care inside the engagement is not an administrative nicety. It is the difference between a shortlist and a hire.

WHAT TO TAKE AWAY

- ✓ Speed in staffing comes from preparation, not from rushing the screen.
- ✓ A briefing that settles stack, seniority and working pattern prevents most shortlist misses.
- ✓ Practitioner screening outperforms keyword filtering on adjacent-stack candidates.
- ✓ Interview coordination is part of delivery, not an afterthought.

DOWNLOAD & CITATION

How to cite this brief

This PDF was downloaded from clickviewinnovation.com. When citing this brief, attribute it as an editorial brief by ClickView Innovation, published October 2026, at the page URL it was downloaded from. It reflects our engagement work and perspective, not survey research, and we ask that it not be quoted as market statistics.

Headquarters & Talent Hub (India): 235, 2nd & 3rd Floor, 13th Cross Rd, Indira Nagar II Stage, Bengaluru, Karnataka 560038
Corporate & Delivery Hub (India): LR Towers, SJRRA 104, S Janatha Rd, Palarivattom, Kochi, Kerala 682025
UAE: PO Box 9902, Dubai Convention Center, Downtown, Dubai, UAE
Email: ops@clickview.in Tel: +91 80 62178473 / +971 58 502 7295
www.clickviewinnovation.com