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REALTIME RECRUITMENT

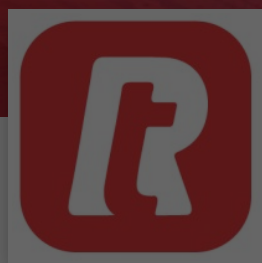
Empowering Growth with Tech Talent: Your Strategic Recruitment Partner

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Realtime Recruitment
Staffing and Recruiting
IT Recruitment Experts

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Overview

About us

Since 2005, Realtime Recruitment has been a leading provider of recruitment and transformation services. With offices in Dublin, Belfast, and Boston, we connect employers and job seekers across Ireland, the UK, and the USA. We've supported thousands of placements and manage 130+ contractors, with consultants who specialise in niche technologies and either permanent or contract roles. This specialist model means we combine deep technical knowledge with access to the best talent networks in the market. Our approach is guided by our core values — Accountability, Integrity, and Rapport (AIR) — ensuring transparency, trust, and lasting relationships. It's because of this commitment that we've been named All-Ireland All-Star Recruitment Company of the Year three years running (2023, 2024, 2025). Beyond recruitment, we provide original research and market intelligence through our Salary Guides and Attraction & Retention Report, giving employers and job seekers the



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insights they need to make confident decisions. Our work is about more than matching skills to roles: We've supported thousands of placements and manage 130+ contractors, with consultants who specialise in niche technologies and either permanent or contract roles. This specialist model means we combine deep technical knowledge with access to the best talent networks in the market. Our approach is guided by our core values, Accountability, Integrity, and Rapport (AIR), ensuring transparency, trust, and lasting relationships. It's because of this commitment that we've been named All-Ireland All-Star Recruitment Company of the Year three years running (2023, 2024, 2025). Beyond recruitment, we provide original research and market intelligence through our Salary Guides and Attraction & Retention Report, giving employers and job seekers the insights they need to make confident decisions. We connect ambitious people with forward-thinking employers, creating lasting value in the technology sector.

Website

Industry

Company size

Headquarters

Type

Founded

Specialties

IT Recruitment - Contract, Permanent, Temporary, BI, SAP, Analysts, and



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Developers, Database, and Cloud Engineers

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Niall McNiff

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A job advert can lose someone before they even think about applying.

Sometimes it is the salary being left out. Sometimes the role is too vague, the flexibility is unclear, or the benefits are mentioned without enough detail.

What puts you off a job advert most?

Comment if we've missed something.

#Hiring #JobSearch #Recruitment #CareerAdvice

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79% of people expect to

That was the result of a
after an interview.

-> 38% said 1 to 2 days.

-> 41% said 3 to 5 days.

-> 14% said within 1 week.

-> Only 7% said they would wait more than a week.

A final decision within a couple of days will not always be realistic, especially when there are multiple people involved in the process. But a clear update can make a big difference.

For jobseekers, the days after an interview can change how the role feels. If there is no update, people start to wonder whether the employer is still interested, whether the role has changed, or whether they should put more energy into another process.

ple expect feedback

For employers, it is a reminder that the interview experience does not end when the call or meeting finishes.

Our latest blog looks at how long is too long to wait after an interview, what jobseekers can take from it, and how employers can keep people engaged without rushing the decision.

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How Long Should You Wait to Hear Back After an Interview?

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Top Tech Jobs of the Week

Here's a snapshot of some of the top tech jobs of the week:

1 Snr FPA

Contact: [Neil Barr](#)

2 DevOps Engineer

Contact: Brian Barron

3 Senior Cyber Incident Response Analyst

Contact: [Shane Doolin](#)

4 Lead MuleSoft Developer

Contact: [Orla Whelan](#)

5 AI security engineer

Contact: [Katie Cowzer](#)

Interested in any of these?

Links are in the comments, or reach out to the consultant directly.

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Work stress has increased for 83% of respondents this year.

In our latest poll, 59% said stress has increased significantly, while another 24% said it has slightly increased.

That is a difficult number to ignore.

Stress at work can come from a lot of places: heavier workloads, tighter deadlines, unclear expectations, fewer resources, or simply a long period without much breathing room.

The important part for employers is recognising when pressure has stopped being productive and has started affecting people's ability to do their best work.

Swipe through the results.

Has work stress changed in your workplace this year?

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☆☆☆☆☆ 5-Star Review

A lovely review for [Colm O'Mara](#), with positive feedback on the support given throughout the process.

Looking for support with your next hire or career move?

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What people want from

In our latest poll, 52% of people want to work more appealing than office work.

work more appealing

More family time came next at 22%, followed by better focus at 15% and reduced costs at 11%.

That gives employers something useful to think about. A working pattern is part of how people judge a role before they apply. The commute, the cost, the focus time and the flexibility around the rest of the week all feed into that decision.

It also explains why the office requirement needs to make sense. People may travel for planning sessions, workshops or proper team days. They are less likely to accept a regular commute if the reason for being there feels vague.

Our latest blog looks at what people really mean when they say they want remote work, using our

recent poll data on remote work and commute tolerance.

[#RemoteWork](#) [#HybridWork](#) [#TechHiring](#) [#Recruitment](#) [#Hiring](#)

What People Really Mean When They Say They Want Remote Work

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Top Tech Jobs of the Week

Here's a snapshot of some of the top tech jobs of the week:

1 Identity Security Engineer

Contact: [Shane Doolittle](#)

2 Associate Director, Cloud

Contact: [Geri Pollock](#)

3 DevOps Engineer

Contact: [Brian Barron](#)

4 Project Manager

Contact: [Sue Tobin](#)

Interested in any of these jobs?

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Wishing our clients, ca

th July weekend.

We hope you get the chance to enjoy the weekend, spend time with family and friends, and take a well-earned break.

Happy Independence Day from all of us at Realtime Recruitment.

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