



RGE Tech Tips from the Field – Client Edition

Topic: What Recruiters See After You Hit Apply

RGE Job Search Success: What Recruiters See After You Hit “Apply”

Original Article Link:

[What Do Recruiters Do With Your Job Application? – LinkedIn News Q&A](#)

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Summary

This LinkedIn News Q&A provides a behind-the-scenes look at what really happens after you submit a job application online. Recruiters share candid insights into how they review applications, what details catch their eye, and the red flags that can push an applicant out of contention.

Key Takeaways

- **Recruiters, not just ATS, review applications.** Applicant Tracking Systems (ATS) are primarily filing cabinets; human recruiters manually review resumes.
- **Tailoring applications is crucial.** Generic or "scattershot" applications are easily spotted and signal a lack of focus. Resumes should be clear, concise, and aligned with the job description.
- **Recruiters see more than applicants realize.** They can see past applications, missed interviews, and reasons for rejection, so "blindly applying to everything" is visible.
- **LinkedIn profiles matter.** A strong, up-to-date LinkedIn profile can significantly help an applicant.
- **AI-generated resumes are often unhelpful.** Recruiters find them "bloated or generic" and prefer clear, concise documents focused on recent history and job qualifications.



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- **Rejection isn't always disqualifying.** Candidates who are runners-up may be kept on file for future openings, making professionalism and courtesy important.
- **Persistence and reevaluation are key.** If callbacks are not happening after multiple applications, it's time to reevaluate the approach rather than continuing the same efforts

Why This Matters:

Understanding how recruiters actually handle applications allows you to position yourself better. By tailoring your résumé, strengthening your LinkedIn profile, and avoiding common mistakes, you can increase your chances of making it past the first review — often the most challenging hurdle in the hiring process.

For those who want to dive deeper, the article itself offers a detailed Q&A with recruiters covering these points in greater depth.

Full Article (Narrative Style with Quotes)

What Do Recruiters Do With Your Job Application?

Get Hired by LinkedIn News — September 10, 2025

When job seekers click “apply,” it often feels like their résumés disappear into a black hole. In a recent *Get Hired* episode, LinkedIn’s Andrew Seaman spoke with high-volume recruiter **Jalonni Weaver**, who pulled back the curtain on what really happens once an application is submitted.

Weaver began by explaining her non-traditional career path. After working in the airline industry and earning a master’s degree in human resource management, she moved into recruiting. Today, she handles 15–20 open roles at a time in the insurance sector.

Applicant Tracking Systems (ATS): Not the Robots You Think



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Applicant tracking systems are often blamed for automated rejections, but Weaver clarified their role:

“It’s basically a giant filing cabinet. Humans like me still review the resumes — AI isn’t doing the hiring.”

Knockout questions — such as requiring a license, a minimum number of years of experience, or legal work authorization — can automatically reject an applicant. But beyond that, recruiters manually review resumes, comparing them directly to the job description.

What Recruiters Actually See

Recruiters have visibility into much more than applicants realize.

“We can see every role you’ve applied to, missed interviews, and even the reasons you were rejected. If you’re applying blindly to everything, it shows.”

Scattershot applications signal a lack of focus. By contrast, a résumé tailored to the role stands out. Weaver also noted that location matters: if a role is in Florida and an applicant is in California, recruiters may hesitate unless relocation is clearly stated.

The Screening Process

High-volume postings can receive hundreds of applications. Recruiters move quickly, scanning for alignment with the job description. Automated rejection notices may go out at odd times, creating the impression of bot activity, but real people are making the calls.

Weaver stressed that rejection does not always mean disqualification:

“Sometimes you weren’t chosen because someone else had just a little more — another language, an extra year of experience. That doesn’t mean you failed.”

Candidates who are runners-up often remain on file for future openings. This is why professionalism matters.

“Courtesy counts. Even if you don’t get the role, don’t burn bridges. Recruiters may reach out months later if another position opens.”

Why Roles Stay Posted



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Many candidates wonder why jobs remain posted for weeks or reappear after being closed. Weaver explained that roles may stay up until background checks are cleared or hiring is finalized. Sometimes initial hires fall through, forcing recruiters to repost. “Evergreen” postings also serve as ongoing pipelines for talent in high-demand roles.

AI and the Resume Flood

Job seekers increasingly use AI to generate resumes and cover letters, but Weaver finds the results underwhelming.

“I don’t really look at cover letters, and AI resumes often look bloated or generic. Keep it clear and concise — I’m focused on your most recent history and whether you can do the job.”

Overly polished or jargon-filled documents are more frustrating than helpful.

Advice to Job Seekers

Weaver cautioned against overthinking ATS “hacks”:

“There’s no such thing as an optimized resume. You can make it look perfect and still not be qualified. Focus on aligning with the job description.”

She also emphasized resilience and adaptability.

“If you apply to 20 roles and aren’t getting callbacks, it’s time to reevaluate. Don’t keep doing the same thing.”

Persistence pays off when paired with reflection and intentional applications.

The Human Behind the Process

Above all, Weaver wanted job seekers to remember that recruiters are people, not machines.

“Don’t think about the computer. Think about the person reading your resume. We care about you — we’re the humans behind the process.”

Hiring delays often reflect scheduling conflicts, approvals, or negotiations, not disinterest. Patience and professionalism can make a lasting impression.



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In closing, Weaver reminded candidates that job searching is full of uncertainties, but intentional, respectful, and well-prepared applications put you in the best position for success.