

Recruit in one interview: a risky gamble?

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A recruitment in a single interview can save time, but it also increases the risk of poor matching. Everything depends on the quality of the evaluation, the structure of the exchange, and the stakeholders involved.

In IT services companies and consulting firms, recruitment is often a matter of speed. Finding a candidate, validating their salary and availability... and in 20 to 30 minutes, everything is decided. This process may seem efficient, but does it really allow for the right choice?

It all depends on the structure of the interview, the stakeholders involved, and the level of recruitment requirement.

The advantages of rapid recruitment

A short process can have advantages, especially in a tight market where the best profiles are not available for long.

- **Time saving:** Going fast allows avoiding losing talent to a competing IT services company.
- **Simplified candidate experience:** A smooth recruitment can be seen as an asset, unlike a lengthy and discouraging process.
- **Client validation:** Many IT services companies consider that the real test takes place during the client interview, with the internal interview mainly serving to validate administrative criteria.

The risks of express recruitment

If speed is an asset, it can also become a trap.

- **An incomplete evaluation:** Many recruiters do not master the technical skills they assess, which can lead to poor selection.
- **High turnover:** If entering the company is too easy, exiting is too. A consultant recruited without a real discussion of their expectations may leave quickly.
- **A negative signal** for candidates: A too-hasty process may give the impression that the IT services company is recruiting urgently or lacks selectivity.
- **Poor client positioning:** A poorly evaluated and positioned consultant can weaken the assignment and the business relationship.

So, good or bad idea?

Rapid recruitment can work if the interview is well-structured and allows for real evaluation.

Yes, if the exchange is thorough, a technical expert validates the skills, and the candidate's expectations are clarified.

No, if the process is limited to administrative validation and the recruiter does not know the candidate's job.

Recruiting in a single interview can be effective, but it should not be synonymous with a sloppy selection. A more rigorous approach avoids poor matching and excessive turnover.

Have you ever been recruited in a single interview? Good or bad experience?