

Intentions vs. Experience: What Renard International Has Learned About What Job Seekers Are Really After.

When someone is seeking a career move, what matters more—their experience or their expectations? At Renard International, we believe a candidate isn't just a product of their résumé. They're a creator of their own career journey. If we're lucky, we get the opportunity to help shape that journey by trying to understand their intentions or expectations.



Fact: Job seekers often balance their aspirations with their **core intentions**, which are rooted in personal values. These might include priorities like location, salary, title, work-life balance, or professional growth. For many candidates, fulfillment stems not just from the ultimate goal, but also from their past experience along the way.

Are we too focused on experience, rather than taking time to uncover the candidate's intentions?

While career progression often seems like a straightforward to their goals, it doesn't always reveal intention. Research in the field of hospitality shows that career intentions are significantly shaped by factors such as gender, work experience, transferability of skills, and personal expectations about organisational culture and opportunity.

Let's take a moment to unpack the word *intention*. Its synonyms—intent, purpose, aim, objective, goal—may appear interchangeable, but they carry subtle distinctions. *Intention* often refers to what someone has in mind to do, while *aim* suggests a directed effort toward a specific outcome. Both are critical to understanding a candidate beyond their résumé.

How can we understand what a candidate *wants* to achieve—what motivates them—when all we're given is a résumé? Do our clients even consider intentions when they ask us to present candidates who “meet requirements”? Are candidate goals part of their calculus?

As recruiters—both corporate and independent—should we rethink how we qualify talent?

A résumé tells a story of where someone has been. It does not always tell us where they want to go. It lists accomplishments, roles, and responsibilities—but it rarely, if ever, reveals why a candidate made those choices or what they hope to accomplish next.

So how do we discover intention in today's fast-paced recruitment world?

- We ask the right questions.
- We read between the lines.
- We listen actively during interviews.
- And most importantly, we make the effort to understand what *matters* to the candidate—not just what's on paper.

At Renard International, our intentions are to go beyond matching skills to requirements. Instead, we try to match aspirations to opportunities. So, let's help people build meaningful careers—not just fill roles.

A few final questions for your team and clients to consider:

- Are we giving enough weight to intention during the hiring process?
- Are we asking the right questions to uncover it?
- And as HR people, what is *our* intention in every placement we make?