



Facing Redundancy: A Recruiter's Perspective on Turning Uncertainty into Opportunity

Redundancy is never easy. For many, it comes as a shock and brings a mix of emotions, worry, frustration, and even fear. Having worked in recruitment for 25 years, I've spoken with countless candidates in this situation, including some who had been with the same employer for 20 years or more.

But alongside the challenges, redundancy can also mark the start of something new and positive. As career transition specialists LHH note: "Some people use this time... to evaluate their career and personal goals." In other words, while unsettling, it can also be a rare chance to reset and rethink.

Take a Breath Before You Dive In

The first thing I say to candidates is: pause. It's tempting to rush into applications, but this often leads to mistakes, sending out a CV that isn't updated properly or signing up with every recruiter you can find.

Instead:

- Update your CV carefully, highlighting achievements, not just responsibilities.
- Tailor it to the roles you're genuinely interested in.
- Work with a small number of trusted recruiters. Too many can work against you.

As one outplacement guide advises: "Take your time to process what's happened... redundancy might feel like the end of the world, but it can also provide a valuable opportunity to refresh." (BartonRock, 2024)

Who to Talk To

Redundancy isn't something you have to face alone. There's support if you know where to look:

- Your former employer: Many offer outplacement support like career coaching or CV workshop, don't be afraid to ask HR.
- Recruitment consultants: Pick those with expertise in your field. A good recruiter will give advice, not just push roles.
- Government services: Department for Communities (DfC), Redundancy Service provides free advice, CV reviews, and job search support.
- Networking groups: Online communities like LinkedIn or local business meetups can connect you to opportunities you won't find on job boards.

Robert Walters, a global recruitment firm, reinforces this: "Connecting with a recruiter can make the process more manageable, offering advice, introductions, and access to roles that aren't advertised."

Managing Expectations

One common theme I've noticed: people often expect to walk into a new role within weeks. The reality? The job market can be slower than you'd hope.

As Robert Walters puts it: "Be flexible with your expectations... you might not be offered your dream role straight away."

That doesn't mean it won't happen; it just means patience and persistence are key.

Making the Most of Your Time

While you're job searching, see this as an opportunity to invest in yourself:

- Upskill with free or low-cost courses (LinkedIn Learning, Coursera).
- Volunteer, it sharpens skills, fills CV gaps, and keeps you connected.
- Network intentionally, reconnect with old colleagues, join industry groups, attend webinars.
- Look after yourself, exercise, hobbies, and family time are just as important as applications.

Yes, redundancy is worrying, but it can also be exciting. For some, it's the first chance in decades to pause, reflect, and ask honestly: **“What do I actually want to do next?”**

When you're in the middle of it, redundancy can feel like a closed door, but from my 25 years in recruitment, I've seen time and again that it can also be the door to something better, whether that's a role that challenges you in new ways, an industry you'd never considered, or even a complete career change.

Here's my advice, shaped by thousands of conversations with people who've been exactly where you are:

- Don't panic. Your instinct might be to fire off applications immediately, but that rarely delivers the best results. Take a moment to regroup, reflect, and plan. A calm, considered approach will help you stand out far more than rushing.
- Be selective about who you work with. A small number of trusted recruiters or career advisors will give you the focus, feedback, and opportunities you need. Working with too many can dilute your market presence and create unnecessary stress.
- Use this time to reframe, rebuild, and refocus. Think of redundancy not just as an end, but as a reset. What skills could you sharpen? What roles actually excite you? What kind of work-life balance do you want moving forward? Investing in yourself now will pay off when the right opportunity comes along.

Most importantly, remember this: the right role is out there. It might take longer than you hoped, and the path may not be straightforward, but with patience, persistence, and a clear plan, you'll get there.

Many of the people I've supported over the years now look back on their redundancy as a turning point, the moment they discovered a more fulfilling career path they might never have considered otherwise.

So, while it may feel daunting now, trust that this chapter can lead to something brighter. Approach it with courage, curiosity, and a willingness to grow, and you'll be ready when the opportunity arrives.

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