

If you're looking for a job, you might have noticed that some postings seem misleading – or maybe even too good to be true. At the same time, some employers don't realize the value of a well-written job posting. If you're looking for a job or plan to start the search soon, here are some red flags to look out for in job postings to help you decide if it is the right opportunity before you apply.



Salary Range isn't Listed

When job hunting, salary is one of the top factors you consider before applying. Will the position pay enough to cover your cost of living needs? Allow you to live comfortably without worrying about finances? If a post doesn't include the salary range for that position, it could be a red flag. For many candidates, omitting that information implies that perhaps the salary range is low.

If a job listing doesn't list an estimated salary, or if it uses vague terms such as "competitive" or "negotiable," you should be cautious. If you're having trouble finding information on compensation, try searching sites such as Glassdoor and PayScale, which provide information on salary by a company and by job title. These sites can also help you identify a pay range you could expect with your previous experience – knowing your worth can help you find the right opportunity quicker!

Spelling and Grammar Errors

Just like employers expect you not to have any spelling or grammar mistakes on your resume, hold them to the same expectation. It's essential to keep an eye out for spelling and grammar mistakes in a job posting because they can make you question the professionalism of the organization. A well-written and professional looking job posting is just as important as the responsibilities and salary description listed to attract highly qualified candidates.

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A Long List of Qualifications

If you're searching for jobs, it's common to see ads with multiple bullet points of requirements and qualifications. This is normal – even expected, a red flag is when this bulleted list is in the double-digits. When a long list of qualifications is present in a job description, it may be an indicator the employer will stretch you too thin or doesn't have the proper resources for you to perform the job effectively.

It could also mean that the company hasn't figured out what it's looking for in a candidate—which is a problem because you'll be set up to fail. The company may be trying to cast a wide net in hopes of finding something that sticks or may be expecting one person to do multiple jobs under one position name/salary. This kind of posting is a red flag for job seekers because it can set you up for failure by expecting you to be good at everything.

No Mention of Paid Time Off

Some employers didn't offer paid time off in the past, but they're starting to see the benefits of offering some paid time off. It gives employees more flexibility by using it to deal with personal issues or as an opportunity to do things they've always wanted to do—travel, volunteer, etc. This is because everyone is emphasizing a healthy work-life balance. Without paid time off, it can be challenging to take care of things outside of work and handle emergencies that come up unexpectedly. In general, when a company offers paid time off, it shows the employees that they value you as workers enough to give you what you need to succeed at your job.

Browsing through reviews on sites like Glassdoor can be especially helpful if a company doesn't make paid time off readily available in its job postings. Even when you cannot find anything specific about the company online, seeing paid time off mentioned on other postings will tell you that this is another standard benefit that most companies offer. Reading these comments can also give you a lot of insight into how employees feel about their companies and whether it is a good fit for you.

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No Mention of Paid Sick Leave

When a job posting doesn't mention paid sick leave, it sends a message that the company doesn't care about its employees' health, which is problematic for several reasons. One ill employee who comes to work and infects everyone can bring down productivity and morale.

If you notice that there's no mention of paid sick leave in the job posting, it could mean several things: either they don't offer paid sick leave at all, or they're assuming that you'll be taking your vacation days or personal time if you get sick and need to stay home. Either way, the fact that they didn't include it in their posting shows employee health and well-being isn't valued.

A job posting is one of your first encounters with a potential employer. Therefore, learning all you can about a position before applying, going through the interview process, and potential employment is crucial. By identifying and paying attention to these subtle clues, like missing information around salary, PTO, and sick days, as well as unprofessional formatting or unrealistic qualifications, you will be able to find the right role.

About EG Workforce Solutions

We've been in this business for decades and have developed a deep network of professional connections. Whether they're companies looking for talent, job seekers looking for work, or an up-and-coming store in need of some temporary help, we know the right people to bridge the gap between the hiring and the hired.

But what's more, we get to know people. From employers hiring to candidates looking, we take the time to listen and learn. We hear your likes, talents, and needs. We gain an understanding, and with it, we're able to facilitate lasting relationships between businesses and people.

