Hiring when you have no HR department.

Dily helps human-scale companies post a job, share it, sort applications and reply, all in one place. Free to start.

Create my free account /en/signup →

See pricing →



HIRING IN FRANCE IN 2026

2.27M

hiring projects planned by employers in 2026[1]

43.8%

of these projects are rated difficult by employers[1]

2 in 3

come from workplaces with fewer than 50 employees[1]

IN THIS GUIDE

02 The facts, in figures

05 Why choose Dily

07 What candidates want

08 How it works

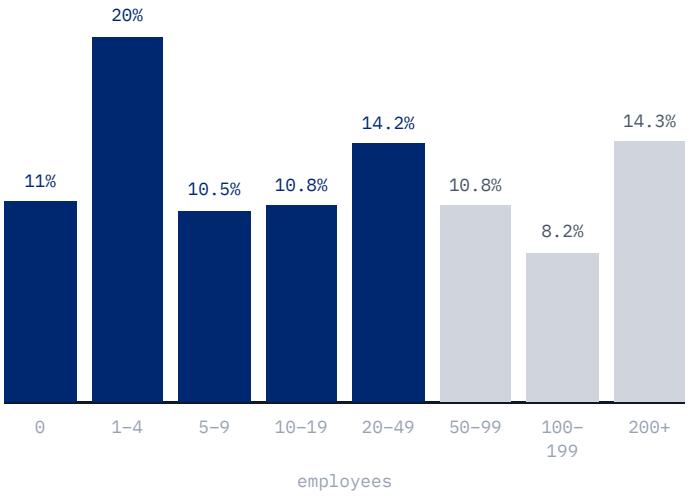
10 Pricing and founding offer

1. France Travail, “Besoins en main-d’œuvre” survey 2026 [Labour needs] (April 2026). All sources are listed on the last page.

Two in three hires go through an establishment with fewer than 50 employees.

Who is hiring in France?

Share of 2026 hiring projects, by workplace size[1]



66.6% of projects come from workplaces with **fewer than 50 employees**, and 41.7% from those with fewer than 10[1].

Why it is hard

Employers who struggled in 2025: what they faced[1]

Unsuitable applications	**75.2%**
Too few applications	**69.3%**
Needed to hire urgently	**56.4%**
The right candidate turned the job down	**44.3%**
Nobody available to handle it	**30.3%**

1 in 4 employers who hired had **no idea how long** it would take (25.5%)[1].

The most sought-after jobs in 2026[1]

Job	Projects	Rated difficult
Kitchen assistants, catering staff	97,135	35.6%
Café and restaurant waiters	93,843	42.2%
Winegrowers, fruit growers	83,820	32.8%
Office and building cleaners	80,926	40.4%
Home helps, care assistants	69,485	62.3%

WHAT DILY TAKES FROM THIS

Employers mostly lack **good candidates** and **time**. Dily works on both: spreading the job further, sorting applications and saving time on every reply.

→ Dily for recruiters

97% *of French companies are micro-businesses[9]. Dily is built for them first.*

Hiring takes time, especially without an HR team.

48 days

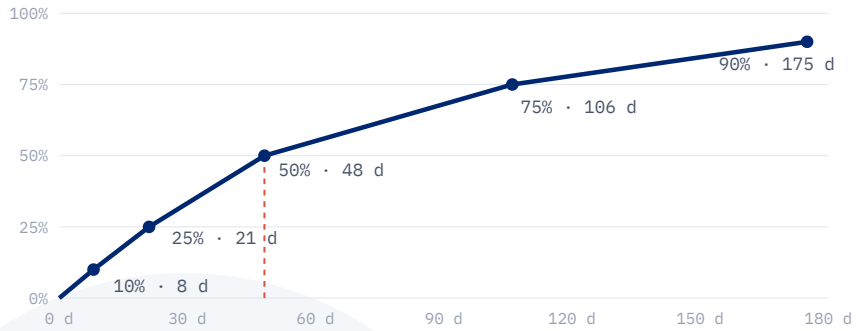
The **median time** to fill a job in 2025 (46 days in 2024)[3].

63 days

when the employer runs into difficulties[3].

How long does it take to find someone?

Share of jobs filled, by number of days of searching (2025)[3]



How to read it: half of jobs are filled in under 48 days, three quarters in under 106 days.

Median time by company size[3]

1–9 employees	51 days
10–49 employees	47 days
50–99 employees	43 days

Jobs abandoned for lack of candidates[3]

0 employees	6.0%
1–9 employees	6.4%
10+ employees	2.8%

193,000 to 312,000

hires abandoned for lack of candidates in 2025, or 122,000 to 186,000 full-time positions left unfilled[3].

43%

of employers who find hiring too slow are considering **reorganising so they no longer need to hire**[3].

Companies using AI, by size (2025)[4]

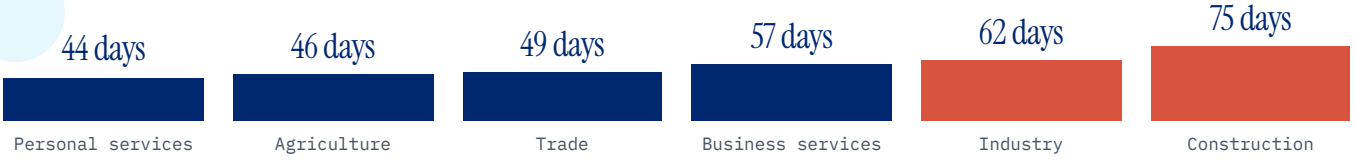
10–49 employees	15%
50–249 employees	31%
250+ employees	58%

WHAT DILY CHANGES

Large companies already have AI. Dily puts it within reach of human-scale companies, from the Free plan: job ad, sorting applications, replies.

→ Post a job for free

Median time by sector (2025)[3]



Every hiring challenge has an answer in Dily.

On the left, what employers who struggle to hire go through[1]. On the right, what Dily actually does.

69.3%	get too few applications	→	**Your job travels further** A link to share in one click on LinkedIn, Facebook, X and WhatsApp, and a poster with a QR code for your shop window.
75.2%	get unsuitable applications	→	**The right profiles at the top** Applications are ranked, with the reason for the ranking. A skills test is available (Pro plan).
56.4%	need to hire urgently	→	**Live in minutes** One sentence is enough: AI writes the ad. The 7-day Boost puts the job at the top with the "Urgent" badge.
44.3%	see the right candidate turn the job down	→	**Nobody is left waiting** Every job ad shows the reply date you announce.
30.3%	have nobody available to handle it	→	**AI does the repetitive work** Job ads, replies, follow-ups: AI prepares the drafts. You review and send.
25.5%	have no idea how long hiring will take	→	**You see where you stand** Dashboard: live jobs, new applications, candidates waiting, median reply time.

Post my first job /en/post-a-job-free →

See pricing /en/pricing →

Posting a job isn't enough. Dily is with you from the ad to day one.

1

Built for those without HR

One sentence is enough to create the ad. Candidates are ranked with the reason. Replies are prepared.

2

Everything in one place

The job ad, the printable poster, sorting, messages and the new hire's arrival.

3

Published prices

Free to start, then €29 excl. VAT per month. No quotes, no pay-per-click.

→ See pricing

	Dily	Indeed	LinkedIn	Welcome to the Jungle	HelloWork
Post for free	**Yes**, 2 live jobs at a time	**Yes**	**Yes**, 1 job at a time, 14 days	Not mentioned	**Yes**, 2 job ads (1 to 10 employees)
Price shown on the site	**Yes**, from €29 excl. VAT / month	Pay-per-click, no public price list	Pay-per-click, no public price list	On quote	**Yes**, from €99 / month
Job ad written by AI	**Yes**, included in the Free plan	**Yes**	**Yes**	In the paid offer	**Yes**, with a subscription
Candidates ranked, with the reason	**Yes**	Recommended candidates	Paid option	Score, in the paid offer	Not mentioned
Replies to candidates prepared by AI	**Yes**, 6 message types	Not mentioned	Not mentioned	Not mentioned	**Yes**
Printable poster with QR code	**Yes**, 4 formats	Not mentioned	Not mentioned	Not mentioned	Not mentioned
New hire arrival tracking	**Yes**, tasks and documents	Not mentioned	Not mentioned	Not mentioned	Not mentioned
"Verified company" badge	**Yes**, official registers + human check	Verified account; label at Indeed's discretion	Being tested with some customers	Not mentioned	Not mentioned

Checked on 26 October 2026 on each service's public website[2]. "Not mentioned": the information does not appear on their site at that date, which does not mean the feature does not exist. HelloWork prices: excl. or incl. VAT not specified.

GOOD TO KNOW

The big sites have a huge audience. Dily does not replace it: it complements it. Every Dily job can be shared in one click on LinkedIn, Facebook, X and WhatsApp.

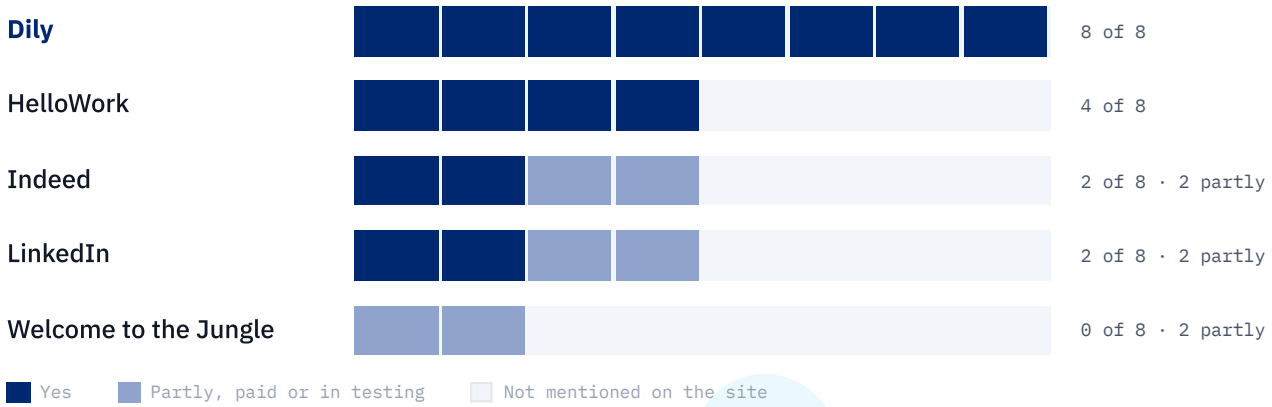
A COMMITMENT TO CANDIDATES

Every job ad shows the **reply date you announce.** Candidates know when they will hear back, and your company inspires trust.

More features, a price known upfront.

Features mentioned on their site, out of the 8 compared

Free posting, published price, AI-written ad, candidate ranking, AI replies, poster with QR code, arrival tracking, “verified” badge.



What a year costs, at published prices

Twelve months of subscription, calculated from public prices[2].



INDEED AND LINKEDIN

Limited free posting, then pay-per-click. No public price list: the cost depends on the budget you set.

WELCOME TO THE JUNGLE

Subscription and job packs on quote only. No prices shown on the site.

Compare Dily plans /en/pricing →

Dily's calculations from public prices checked on 26/10/2026. Dily: prices excl. VAT. HelloWork: excl. or incl. VAT not specified on its pricing page. Founding recruiters: Pro plan free for 3 months, then €39.50 excl. VAT per month (−50%) for the following 9 months.

Candidates want a reply and a clear salary.

74% of professionals have to **chase the recruiter themselves** when the expected date has passed, which they find “disrespectful, even hurtful”[5].

66% of French people surveyed would be more likely to apply if the job shows a **salary range**[6].

41.6% of 16–24-year-olds looked for a job or applied online in the past 3 months[7].

Jobs showing a salary on Indeed (2026)[6]



On Dily, every job shows its salary. The EU pay transparency directive requires candidates to be told the salary range before hiring; France was due to apply it by 7 June 2026, the bill was presented on 10 September 2026 and has yet to be voted on[8].

What your candidates see

01 **A reply date on every job**
Candidates know when they will hear back.

02 **The salary shown**
Every job shows its salary and its deadline.

03 **Tracking for every application**
Received, shortlist, interview, answer: it’s all shown.

04 **Verified companies**
And candidates are never asked for money.
→ Verified companies

05 **A free CV**
Created in minutes, from handmade templates.
→ Create a free CV

WHAT THE CANDIDATE RECEIVES

Brasserie du Parc · Waiter/Waitress
Your application has been received. You are 1 of 34 candidates.
Reply announced by 21 November.

Shortlist
Good news: your profile has been shortlisted. The recruiter is suggesting an interview.

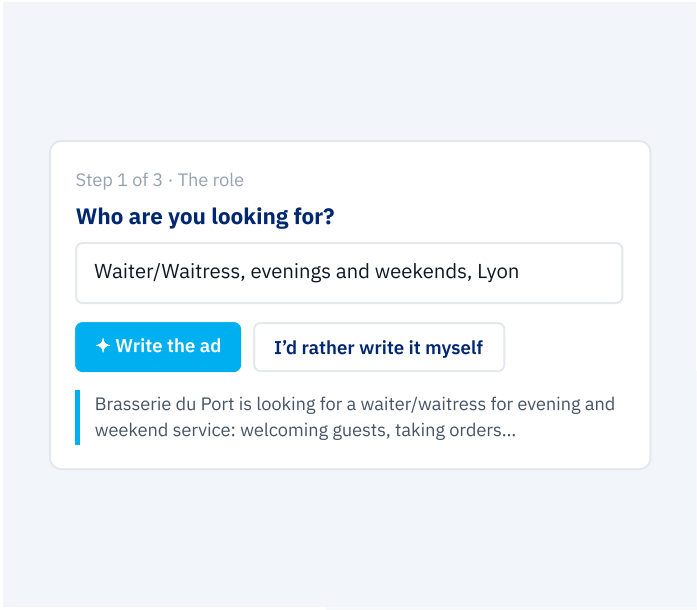
Interview
Interview on Thursday at 2 pm. The video call link is in your account.

Messages as shown on dily.pro, fictional example.

52% of professionals expect a reply to their application **within 3 weeks**[5].

65% want to know **the salary before the first interview**[5].

Four steps, one tool.



1 Post in one sentence

Describe the role as you would to a friend. AI writes the ad; you review it.

→ Post a job for free



2 Share everywhere

A poster with a QR code, ready for your shop window, LinkedIn, Facebook or WhatsApp.

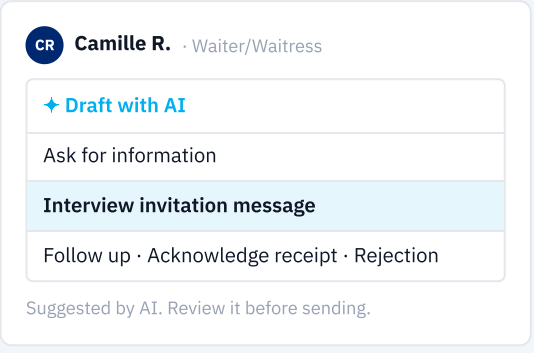
→ Create my job's poster



3 Sort with ease

One board. The best profiles at the top, with the reason. The decision stays yours.

→ Open my jobs



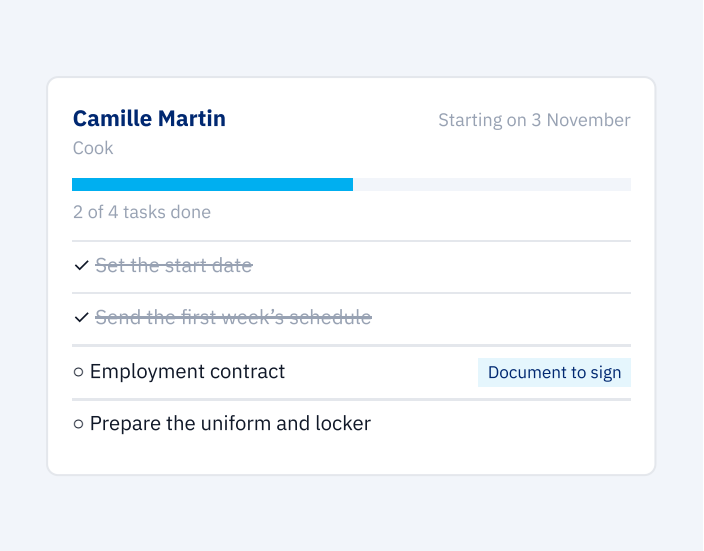
4 Reply to everyone

Choose the type of message: Dily prepares the draft. Nothing goes out without you.

→ Open messaging

Example screens with fictional data.

Hiring doesn't stop at the signature.



Prepare the arrival

Date, tasks, documents to sign: everything is tracked, nothing is forgotten. Remind the candidate in one click.

→ Open arrivals



Everything from your phone

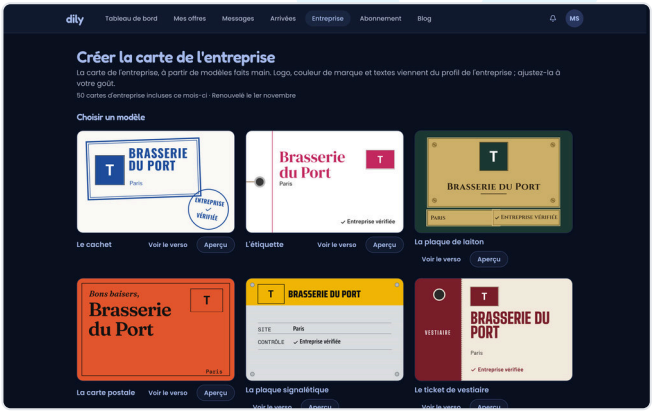
Post between two shifts, get a notification for every application, reply wherever you are.

BUILD TRUST

A verified company, once and for all.

Dily checks your company in the official registers, then a member of our team approves the file, usually within 24 hours. Your jobs then carry the "Verified company" badge: candidates know the job ad is genuine.

→ Get my company verified



Company card, created from handmade templates.

→ Create my company card

Example screens with fictional data.

Post for free. Pay to hire faster.

Prices excl. VAT, per month, plus 20% VAT. No commitment: change plans, pause or cancel anytime.

→ *Full pricing details*

FREE	STARTER	PRO	BUSINESS
€0	€29	€79	€199
To get started	Self-employed and micro-businesses · €34.80 incl. VAT	SMEs · €94.80 incl. VAT	Ongoing hiring · €238.80 incl. VAT
2 live jobs 1 seat 20 AI assists	5 live jobs 2 seats 200 AI assists 1 Boost per month Video interviews	15 live jobs 5 seats 1,000 AI assists 3 Boosts per month Video interviews	50 live jobs 15 seats 5,000 AI assists 10 Boosts per month Video interviews

Yearly subscription: −19 to −20%. Enterprise plan on quote. Free Partner plan for NGOs, non-profits and schools, after verification.

7-DAY BOOST	30-DAY PREMIUM JOB	3 PREMIUM JOBS	10 CONTACTS
€19 excl. VAT	**€49 excl. VAT**	**€119 excl. VAT**	**€39 excl. VAT**
Top of the list, "Urgent" badge	Featured, shortlisting, stats	Use whenever you like	Open candidates, valid 12 months

Options with no subscription, paid once for one job. During the beta, verified companies get 2 free Boosts every month.

100

FOUNDING RECRUITERS

The first 100 companies in France: Pro plan free for 3 months, then −50% for 12 months.

The number of spots left is shown on dily.pro.

Claim my spot /en/recruiters →

ALWAYS FREE

Posting, replying to candidates, exporting your data and online support. Candidates never pay.

PAYMENT

Bank card (Visa, Mastercard), invoice in your account. Online payment opens soon; until then, the launch offer applies.

Launch pricing, subject to change.

Your questions.

Can I really post for free?
Yes. The Free plan keeps 2 jobs live at a time, with no time limit.

Does the AI send messages on my behalf?
No. It prepares job ads and replies; nothing is sent without your approval.

Can I pause my subscription?
Yes, for up to 3 months, without losing your jobs or history.

Can I invite my colleagues?
Yes. The number of colleagues depends on your plan.

How is my company verified?
Against the official registers, then by a member of our team, usually within 24 hours.

Will I get an invoice?
Yes, in your account, after each payment.

IN 2 WEEKS

Free beta
The first recruiters post their jobs.

IN 3 MONTHS

Public launch
Dily opens to all companies.

SOON

After the hire
Fair salary, the employment contract and the formalities.

Post your first job today.

Create my free account /en/signup →

Help centre /en/help →

Questions? **support@dily.pro**

SOURCES

1. France Travail, “Besoins en main-d’œuvre” survey 2026 [Labour needs], France report, published 21/04/2026, and the supplementary survey on 2025 hires: statistiques.francetravail.org/bmo. The “fewer than 50 employees” (66.6%) and “fewer than 10 employees” (41.7%) shares are calculated from the report’s size bands; the official press release speaks of “deux recrutements sur trois” [two hires in three] in TPE-PME (businesses with fewer than 250 employees).

2. Public websites checked on 26/10/2026: fr.indeed.com/recrutement · linkedin.com/help (job postings) · solutions.welcometothejungle.com/notre-offre · recruteur.hellowork.com/tarifs. Dily: pricing and features on dily.pro as of 26/10/2026.

3. France Travail, “Éclairages et synthèses” no. 88, “Offres pourvues et abandons de recrutement en 2025” [Filled jobs and abandoned hires in 2025], April 2026 (8,000 workplaces surveyed): statistiques.francetravail.org/offres/offrespub/228438.

4. Insee Première no. 2120, July 2026: companies with 10 or more employees using AI in 2025.

5. Apec, “Attentes des cadres en matière de recrutement” [What professionals expect from recruitment], May 2024 (2,000 “cadres”, i.e. managers and professionals; does not cover other employees).

6. Indeed Hiring Lab, 11/05/2026 (private study): share of Indeed job ads showing a salary; Indeed/Censuswide survey, January 2025, 6,011 people in 6 countries.

7. Eurostat, isoc_ci_ac_i, 2025 data (all devices).

8. Directive (EU) 2023/970; report of the Council of Ministers of 10/09/2026 (elysee.fr). Law not adopted as of 26/10/2026.

9. Insee Analyses no. 115, “Panorama de l’appareil productif en 2023” [Overview of the business sector in 2023], December 2025: 97% of companies are micro-businesses.