

Dear [Candidate Name],

Thank you for taking the time to speak with us regarding the [Job Title] position at [Company Name]. We enjoyed learning more about your background and experience.

After reviewing our operational requirements and your current availability, we have decided not to move forward with your application at this time. Our team requires specific coverage during [Specify Time Zone/Working Hours], and unfortunately, the time zone difference presents a significant challenge for the real-time collaboration this role demands.

We appreciate your interest in [Company Name] and will keep your resume on file should a more flexible or appropriately timed opening arise in the future.

We wish you the best of luck in your job search.

Best regards,

[Your Name]
[Your Title]
[Company Name]