

Going the Recruiter Route

ReadySet
HIRED!

10 Easy Steps
to get the
Job You Want!

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Chances are you've been in touch with a recruiter about job opportunities. In fact, the chances are 82%, according to a recent wwork! survey. However, only about half of the respondents were proactive in contacting a recruiter themselves. If you're in the other half, what are you waiting for? You don't have anything to lose, and might even have something to gain.

A good recruiter might offer you useful advice, and perhaps even hook you up with some great contacts. If you make a good impression, you'll likely be considered for suitable jobs when they come across the recruiter's desk.

Some people are uncertain about working with a recruiter. Part of this apprehension might come from misunderstanding or not knowing exactly what a recruiter does. So, what do they do, anyway?

A recruiter is hired by a company to find qualified people to fill certain roles. They are expected to adhere closely to certain criteria set out by the client when conducting a candidate search. They spend time researching the marketplace and targeting appropriate "passive" candidates – those who are not actively looking for a job. 30% of respondents in the wwork! poll have been contacted by a recruiter in this way. Recruiters may also advertise the position to active candidates. In this case, they will likely receive piles of resumes from unqualified individuals. So, if you've applied for a specific job advertised by a recruiter, don't be surprised if you don't hear back – it's likely your background and skills aren't a close enough match.

When going the recruiter route, you have to help them help you. This means being able to clearly articulate your background, skills, and career objectives. If you approach a recruiter and come across as wishy-washy and uncertain about what you want to be when you grow up, don't expect a miracle. A recruiter will be better able to advise you if you give them something to work with.

With so many recruiters out there, how do you choose one that's right for you? Look for a firm that knows your industry, cares about customer service, and delivers results.

Industry Experience

Often recruiting companies have consultants who specialize in different industries. For instance, some firms have dedicated consultants in sales, marketing communications, finance, health care, office, manufacturing & engineering and technology. Look for a firm that has significant experience in your industry of interest. Industry expertise and client lists are sometimes provided on recruitment company websites.

Professional Service

Recruiting agencies don't charge candidates for placement services. Nevertheless without you, they wouldn't be able to serve their clients. Reputable firms treat clients and candidates with respect and professionalism. It's in your best interest to work with a recruiter who:

- is a great communicator; after all, they may be representing you in front of prospective employers and hiring managers!
- keeps their word and follows through with their commitments; after all, you don't have time to waste waiting for a promised call that will never come!
- is honest and tells it like it is; after all, if your interviewing skills aren't up to par, wouldn't you like to know?

Results

Look for a results-driven firm with high quality references and testimonials from reputable clients and satisfied candidates. A successful recruiter always aims for the best possible outcome all around: this means a win-win-win situation for the candidate, client, and recruiter.

What should you expect?

You should expect a frank and truthful professional. During your meeting, your recruiter will discuss the role if you're applying for a specific job, and brief you about the hiring company. An honest, professional recruiter will be able to advise you on your presentation – from what you're wearing, to your interview style, to your resume. Take advantage of this opportunity to improve yourself! Guidance from a recruiter can be extremely useful and will assist you in putting your career plan into action.

A simple meeting with a recruiter can help you make the next move towards a fulfilling career. So join the winning side and go the recruiter route today!