

WHY USE A RECRUITER?

The business environment today is aggressive, complex, and continually evolving. Organisations that can reliably select the best individuals flourish. Consider the accompanying as you mull over connecting with an agency.

SKILL

Think about the time it takes for managers to screen, interview, negotiate, and hire the best potential applicant. A specialist consultant is an expert with a proven process, resource and a team to support them. They search the market, screen and qualify the potential candidates and present only those who meet the requirements saving you substantial time and energy.

CANDIDATES

Much of the top talent is very happy with their current position. They simply are not spending the time looking for a new job – they are dedicating their time to performance. A Search Consultant's skill is in sourcing the right candidate, not the most available candidate! There are no short cuts. The only way to regularly hire the most talented people is to find them and approach them with a possibly superior opportunity. An effective Search Consultant will do this by making thousands of phone calls and connecting deep within a network that is very slowly and carefully built.

NEGOTIATION

Many times a hiring manager is left to guess what it is that motivates a candidate. A candidate is much more likely to tell his/her recruiter why they would think about making a career move. The recruiter acts as a third party negotiator concentrating on bringing the two parties together. What's more, their reputation is their ability to identify red flags, ask tough questions, and help reduce risks to secure or make sure both parties are making a good decision. The best candidates can be recruited by the efforts of a clever recruiter.

INDUSTRY COMPREHENSION

A recruiter works continuously and very energetically by talking to lots of people each day. They know your competitors and they know who's doing business and who is not. As a specialist with a pulse on the industry, they know what it would take to recruit a key player from your competition.

FURTHER AFIELD

Companies tend to advertise locally, therefore, usually attracting local talent. Advertising is not cheap and to advertise in many locations could be as expensive as paying a recruiter. A recruiter will stay local, if needed, or go out as far as necessary to find the best possible candidate.

ASK YOURSELF:

Are you an expert at finding, attracting and hiring top talent?

What does it cost your organisation in terms of working well and getting a lot done, reputation, mood, etc. to have key positions empty?

How much time and or money will your business save by using a recruiter?

What does it truly cost you to self-perform this function?

Do you have anything to lose by working with a recruiter?

READY TO INSTRUCT FENCHURCH?