



## 10 Reasons Why People Like Working in Recruitment

**You literally change people's lives** — other than getting married or buying a house, few things in life have a bigger impact on an individual and their family than landing or missing out on a great job. Because of that tremendous impact, most recruiters find it easy to maintain a high level of excitement and commitment to excellence. Incidentally, even though you can't hire everyone, recruiters can certainly help improve the chances and the experience of every applicant by finding their hidden skills, by answering their questions, and by calming them down through educating them so that they feel comfortable and prepared for the rest of the recruiting process. Recruiters can even impact those who don't land a job this time by informally coaching them and helping them understand how they can better develop themselves, so that they will have a better chance of landing a job next time.

**An opportunity to meet the best** — if you like to meet and interact with exciting people, recruiting allows you to meet and get to know hundreds of outstanding people and some innovators each month. In many cases, you get to know these individuals in some depth because that is necessary if you are to fully understand their needs and to be able to successfully present them to hiring managers.

**An opportunity to interact with management** — recruiters have the opportunity on a daily basis to interact with hiring managers and executives in all levels of the organization. As a result, not only will you get to know them personally, but they will see the quality of your work directly.

**Continually changing assignments** — because most corporate recruiters handle a variety of different job openings, you'll face a variety of assignments and challenges as different jobs open up. This variety can be challenging but it also keeps the job interesting and continually changing.

**Freedom and control** — because filling each req has its own unique challenges, most corporate recruiters have a great deal of control over their work. That complexity generally means that your recruiting manager may provide you with recommended approaches but they seldom require



that you follow a fixed regiment. This means that most recruiters have a great deal of freedom over the “what and the when” of their daily work, as long as they produce results. In many cases, remote work and contract work options are also available. And in most cases, your degree of independence will increase even further when your results rank among the best.

**Recruiting tools are continually evolving** — if you enjoy continually learning, you will find recruiting to be exciting because it is probably the fastest changing field in talent management. Because of this rapid rate of change, you will be constantly learning how to use new technologies and new communications approaches. This is in part because you simply can’t successfully recruit top talent without using the same advanced communications approaches that your top candidates have already embraced. This continuing evolution means that you can’t ever stand still in recruiting but you won’t want to, because you will find the new recruiting approaches to be so compelling and exciting. And fortunately you won’t need to return to school in order to update your recruiting knowledge, because the best recruiters learn continually but informally on social media and the Internet.

**No heavy entrance requirements** — recruiting is an easy profession to join because there are no strict degree or certification requirements in order to become a recruiter. Many in recruiting come from a variety of backgrounds because the focus when selecting a recruiter is on their skills. And if you have those skills, you will find it relatively easy to sell yourself in your resume and during your own interviews with the recruiting manager. Entering into the subfield of college recruiting is even easier for recent grads because they are already likely to know the college job search process and in addition, they likely have empathy and understanding for what top college prospects expect.

**You will have the best tools** — if you work for a successful recruiting function, you will invariably have the latest equipment (i.e. smart phone, tablet, etc.) as well as an expense account for coffee and lunches with top prospects. If you are assigned to recruit at professional conferences or on college campuses, recruiting can also provide exciting travel opportunities.



**Becoming senior takes less time** — even though recruiting is exciting, many in HR actually prefer the more predictable fields of training, development, and OD. As a result of this yearning, recruiting has a high “pass-through rate.” So if you stick with recruiting as a profession it often takes much less time to reach senior or manager status than it would in other areas of HR.

**Being a recruiter means you will have excellent personal job search skills** — your familiarity with the job search process almost assures that, should you seek another recruiting job or a job outside of the field, you will have a powerful resume, extensive contacts, and exceptional job search skills that should ensure your success. Those recruiting skills will also carry over if you later become a hiring manager.

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