

RECRUITERS: LIFTING THE CURTAIN

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Your Search Plan:

- Build your network:
 - Size/Stratified/CRM or Excel
 - Calling on and building it - WHO??
 - Recurring contact - Frequency/method
 - Networking Groups

➤ **RECRUITERS**

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RECRUITERS

- How we work - the good and the bad:
 - **Contingent vs Retained**

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RECRUITERS

➤ How we work - the good and the bad:

➤ **Contingent vs Retained**



Retained Model: paid a fee up front. Incentivized by the client to deliver

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➤ How we work - the good and the bad:

➤ **Contingent vs Retained**



Contingent Model: not paid unless you make the placement

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Contingent Model: not paid unless you make the placement.

2 types:

Volume model

Relationship model

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RECRUITERS

- How we work - the good and the bad:
 - **Contingent vs Retained**

	<u>Retained</u>	<u>Contingent</u>
Market Candidates?	No	Yes
Will they talk to candidates?	Maybe	Yes
SME on client?	Yes	Maybe
Fee Agreement?	Yes!	Maybe

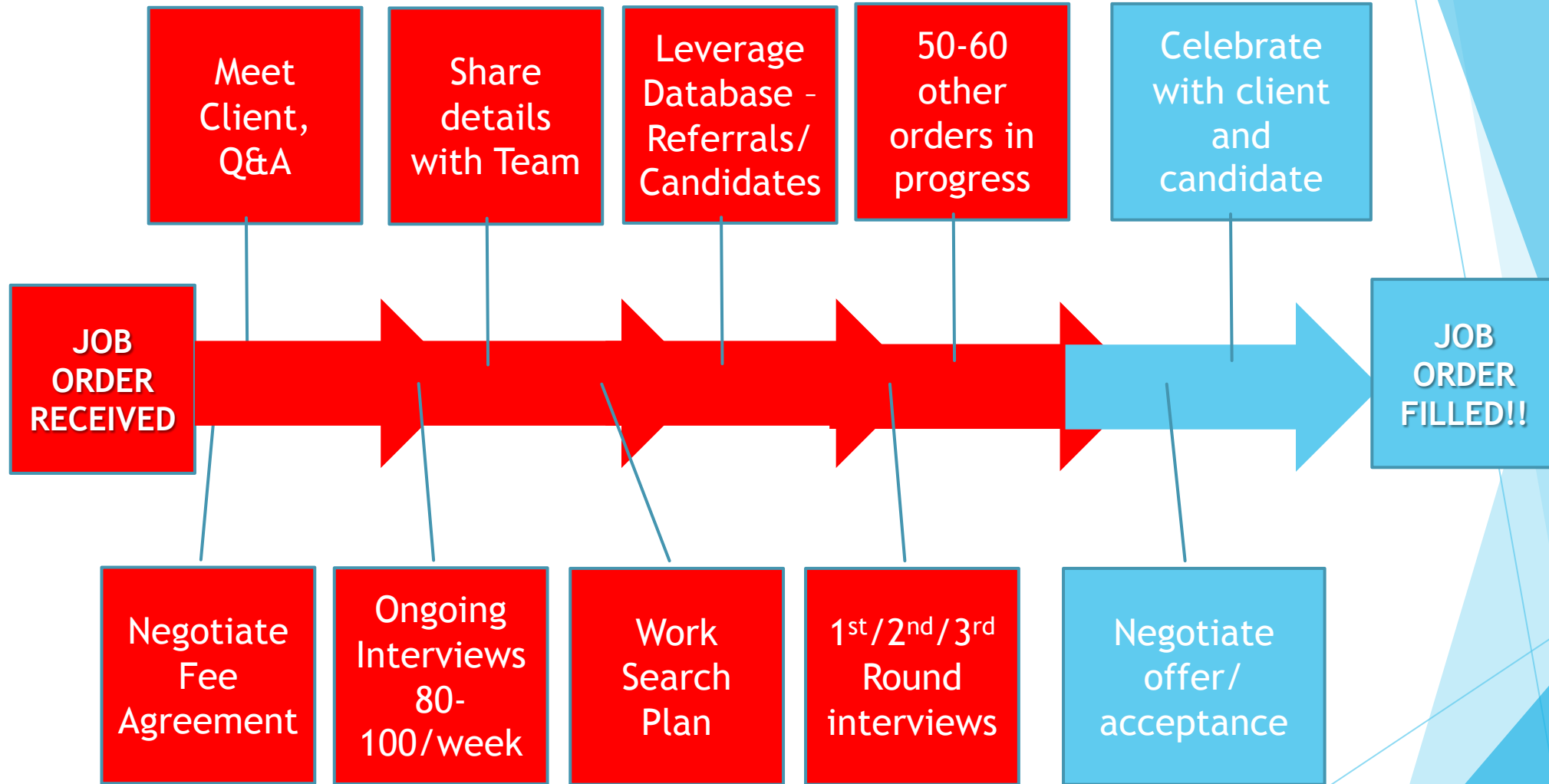
{ Volume Model
Relationship Model

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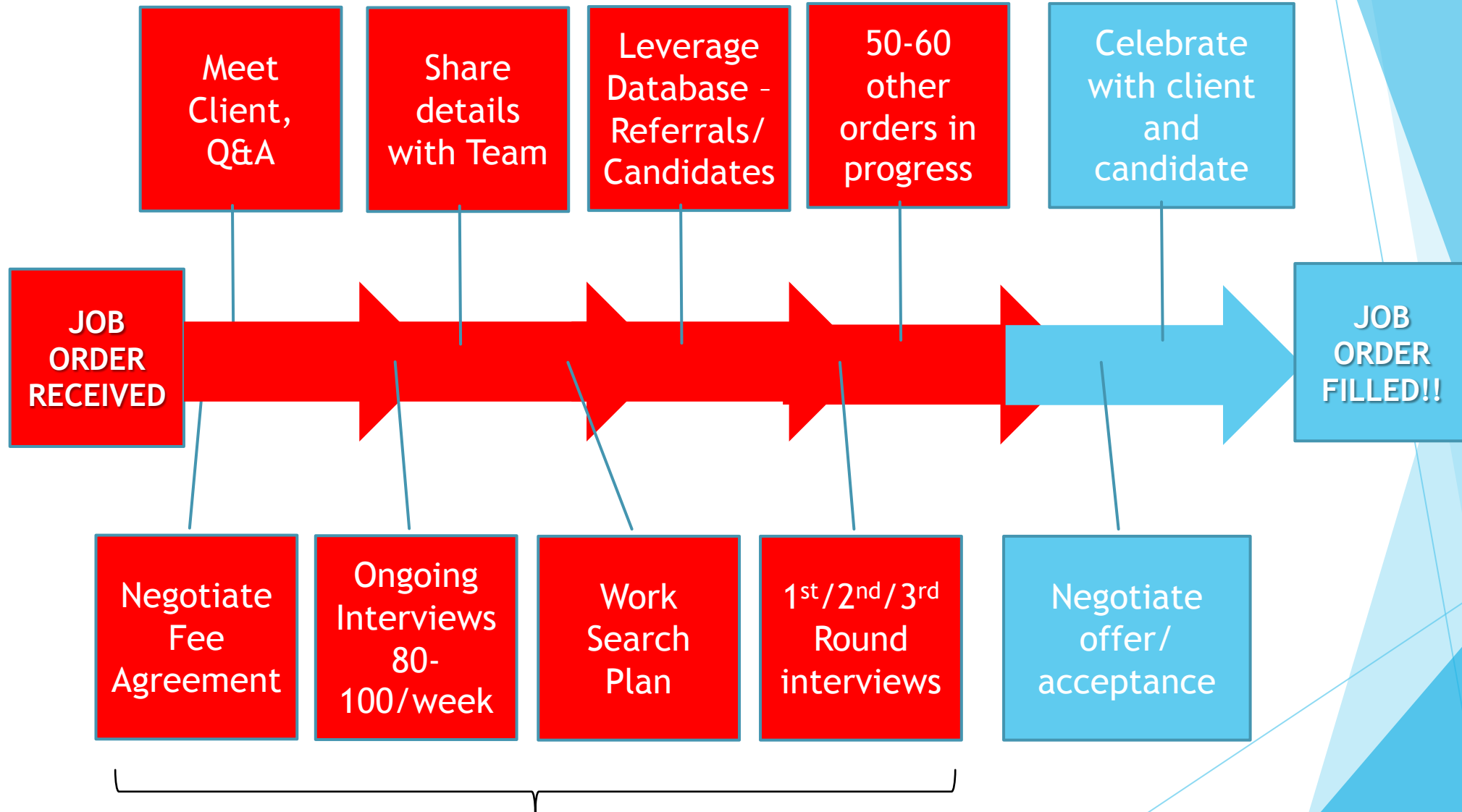
RECRUITERS

- How we work - the good and the bad:
 - Contingent vs Retained
 - **Serving the client; commission-based job**

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95% of our work is for FREE

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RECRUITERS

- How we work - the good and the bad:
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 - Serving the client; commission-based job
 - Candidate marketing

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- How we work - the good and the bad:
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 - Serving the client; commission-based job
 - Candidate marketing
 - **Recruiter ownership of candidates**

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RECRUITERS

- How we work - the good and the bad:
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 - Serving the client; commission-based job
 - Candidate marketing
 - Recruiter ownership of candidates
 - **Recessions/downturns - an increase in bad behavior**

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RECRUITERS

- Benefits to working with a search firm:
 - Access to more jobs
 - Being represented by an experienced professional helps:
 - ✓ Briefing/prepping/coaching
 - ✓ Securing the interview
 - ✓ Making a hard match work
 - ✓ Potential contract opportunities
 - ✓ Salary and package negotiations
 - How many firms?
 - ✓ Try to meet them fact to face

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- Working with the recruiter:
 - Do's:
 - ✓ Choose the right firm - reputation, fit with your background (recommendations). Get F2F meeting if possible
 - ✓ Treat her/him with respect
 - ✓ Treat as a normal interview
 - ✓ Tell the truth
 - ✓ Establish a long-term relationship - meet, stay in touch
 - How often to touch base?
 - ✓ Help us - how?? (referrals/leads)

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RECRUITERS

- Dealing with the recruiter:
 - Don'ts:
 - ✓ Expect too much
 - ✓ Tell other recruiters about jobs a recruiter had told you about
 - ✓ Let them send you carte blanche to clients
 - ✓ Go around the recruiter

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RECRUITERS

➤ Questions to ask:

- ✓ How long have you worked with his client?
- ✓ Have you made placements with your client before and if so, are they still with your client?
- ✓ Do you have a formal agreement with this client or will you be marketing my resume to them?
- ✓ Is it your policy to follow up with candidates and let them know if they have been chosen for an interview?
- ✓ How often should I stay in touch with you and what is your preferred method of contact?

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RECRUITERS - RECAP

- Understand what motivates recruiters
- What does the recruiter want?
 - Traditional resume
 - ✓ Timeline vs non-timeline - ACCURATE
 - ✓ Short bullets
 - ✓ Company/dates/title(s)/functional bullets/key accomplishments
 - No Negativity
- Be prepared - Treat like an interview
 - ✓ Rehearse answers
 - ✓ Have questions ready

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QUESTIONS???