

Recruiters: Lifting the Curtain

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April 7, 2026

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Your Job Search Plan

- Build your network strategically:
 - Size/Stratified/get it organized
 - Calling on and building it - WHO? HOW? HOW OFTEN?
 - Recurring contact - Frequency/method
 - Networking Groups
 - RECRUITERS

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Recruiters

- How we work - the good, the bad, and reality:
 - **Retained vs Contingent**
 - Retained Model: paid a fee up front. Incentivized by the client to deliver. Might only visit with candidates if they fit current search.
 - Contingent Model: not paid unless you make the placement. Usually wanting to talk to good candidates for now or future.
 - Volume model
 - Relationship model

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Recruiters

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

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Recruiters

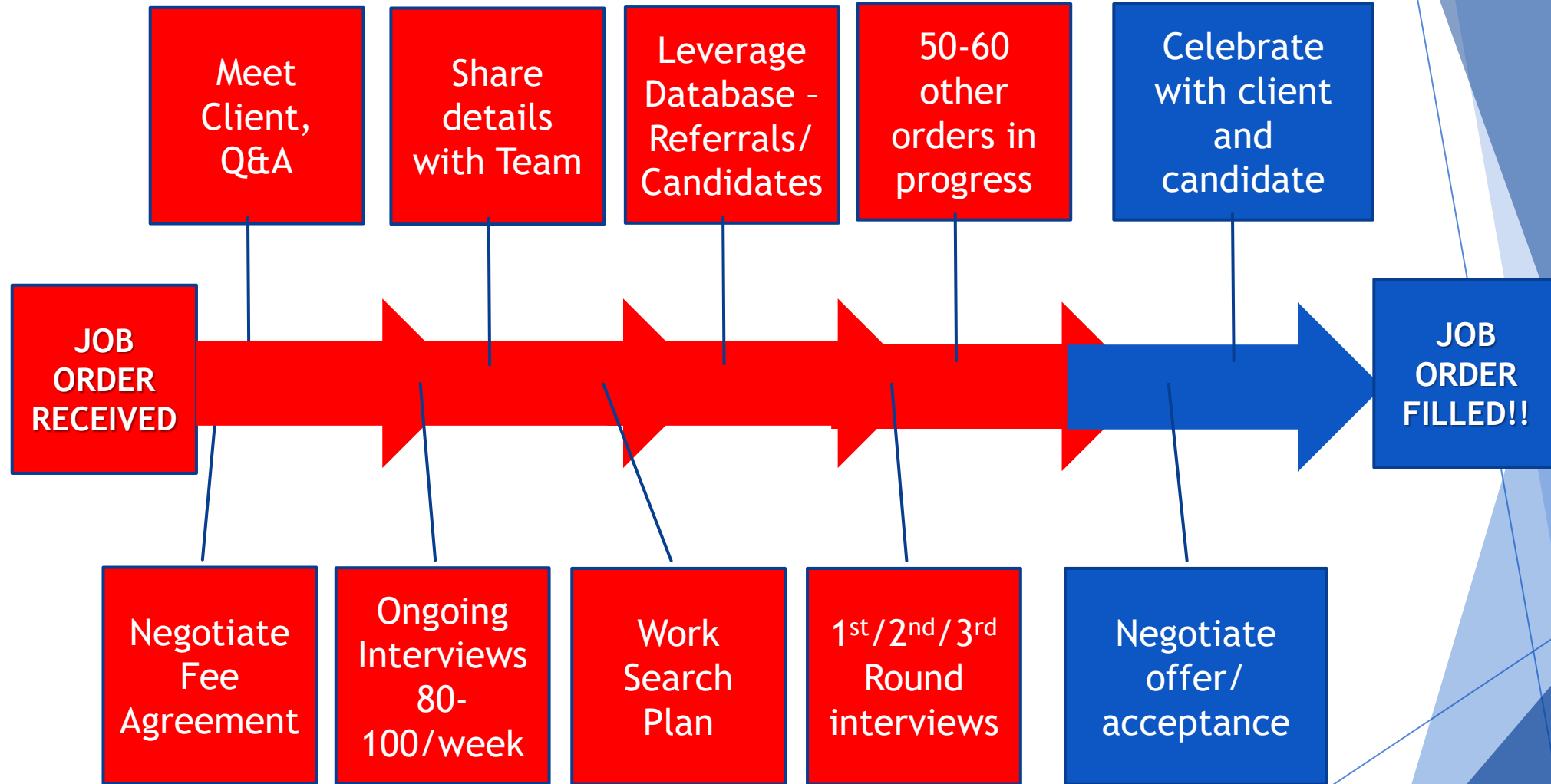
- How we work - the good, the bad, and reality:
 - Retained vs Contingent
 - Serving the client; commission-based job
 - **Candidate marketing**

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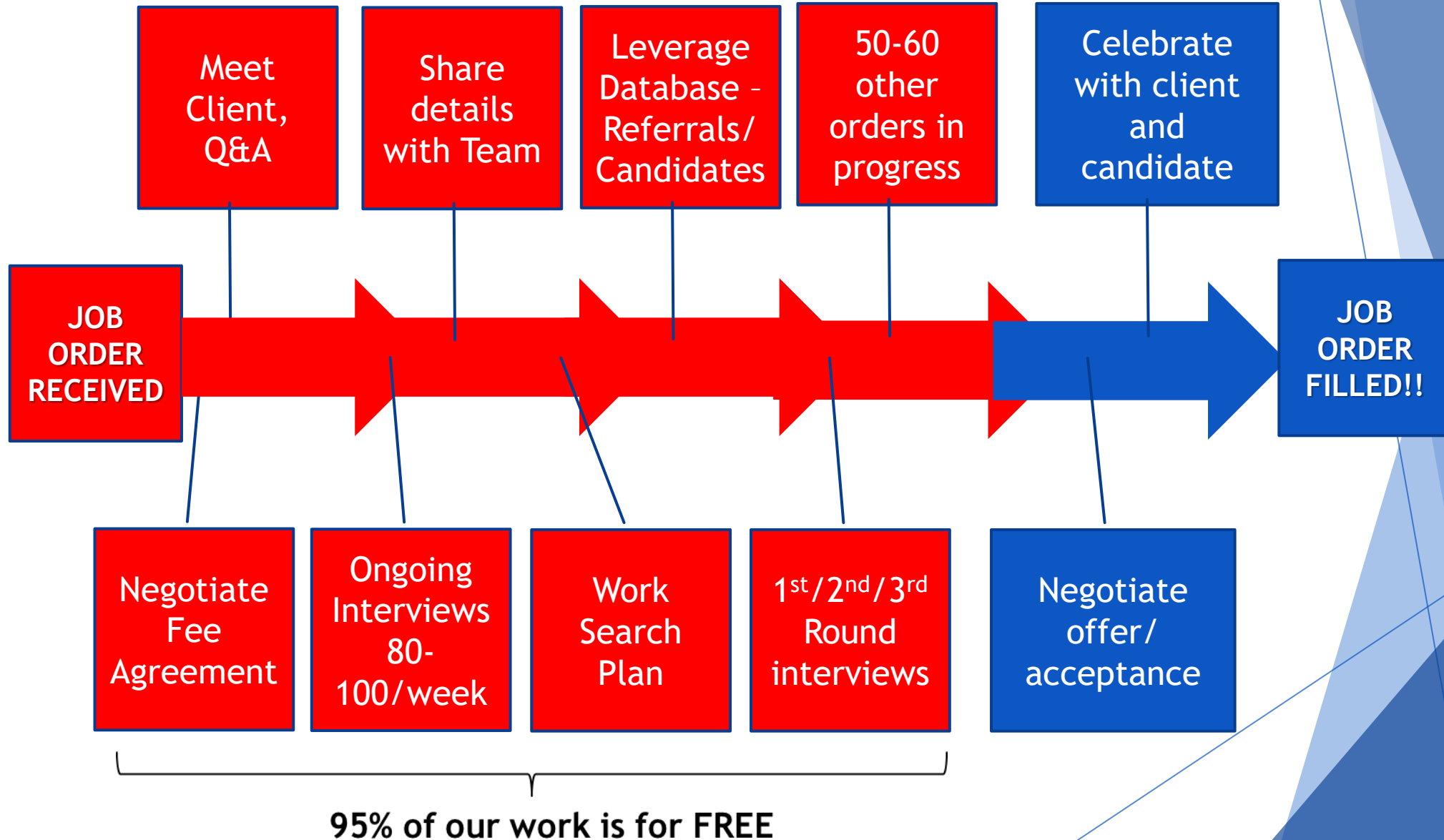
Recruiters

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

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- Benefits to working with a search firm:
 - Access to more jobs
 - Being represented by an experienced professional helps:
 - ✓ Briefing/prepping/coaching
 - ✓ Serving as a buffer
 - ✓ Securing the interview
 - ✓ Making a hard match work
 - ✓ Potential contract opportunities
 - ✓ Salary and package negotiations

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- Dealing with the recruiter:
 - DOs:
 - ✓ Choose the right firm - reputation, fit with your background (ask your network for recommendations; who do they trust). 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
 - ✓ Help us if you can (referrals/leads)

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- Dealing with the recruiter:
 - DON'Ts:
 - ✓ Expect too much
 - ✓ Let them send your resume carte blanche to clients
 - ✓ Go around the recruiter

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QUESTIONS?

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