

Five Tips for Enlisting a Recruiter

By Mark Krajnik, Vice President of U.S. Sales & Operations for Trillium Talent Resource Group
Article Published in MSN Careers – CareerBuilder.com

One effective approach to finding your next career opportunity would be to find a recruiter that specializes in your marketplace to align with as you begin your search. There are literally thousands of recruiters out there, so how do you choose wisely?

You can work exclusively with one recruiter, or align with several recruiters; either way, you want to give yourself the best opportunity to find that perfect career opportunity. Here are five questions to consider before making your selection:

Do they have a niche?

The first, and most important thing to consider is, "Does the recruiter have a specific niche marketplace that he or she focuses on?" Every recruiter knows that the more focused they are in a specific vertical, the better opportunity they have to capture that marketplace and create synergistic relationships on both the candidate and client sides. Have the recruiter list the most recent searches that they (not their office or team) have successfully completed. You want to align with an industry insider, not just another recruiter chasing a fee. Ask for references from a current relationship from both the candidate and client sides.

Do they listen effectively?

Any peak performer in the recruiting world knows it's not about them. It's actually about you and the client. Are they willing to listen to your concerns, what is driving you away from your current situation, what needs exist for you and your family? If not, move on. Top level recruiters are often the best listeners, and this allows them to provide better matches with their existing openings.

Are they too busy?

Top level recruiters are often extremely busy. They typically have more job orders than they have time to fill, and are constantly looking for the "perfect" candidate to fill a need. Is he or she willing to spend the necessary time to gather a complete picture of your current situation? Does she have the time to invest in your career search? If not, when is a better time? There are only so many hours in a day, and just like you, the top level recruiters like to have a balance between work and home.

How's their follow-through?

Does the recruiter do what he says he will do? If he set an appointment on your calendar, is he dependable? Or does he consistently have to reschedule because "something came up?" Be certain that you partner with a recruiter who will respect your time and confidentiality throughout the entire process.

Will you work with them beyond this current search?

Is this just a means to an end or does it hold promise for a continued relationship beyond your next career move? If it's transactional, and the recruiter has what you want, then go for it. Carpe diem. But, you should consider this to be the beginning of a long-term, mutually beneficial business relationship. With that methodology, you may become their hiring manager down the road. They will become an invaluable resource to you as your career takes off.

By knowing the answers to the five questions above, you are in a better position knowing that you have a qualified and effective partner on your team.