

# Our Expectations/Your Expectations

When you reach out to a recruiter, you are actually entering into a mutually beneficial partnership. If you don't understand the process, let us educate you. Recruiters are not paid by candidates but the companies for whom they recruit. However, that doesn't mean that the candidate pool isn't important to the recruiting company. If we can help you find a great job and you do well, then it is a win-win situation!

## **WHAT YOU SHOULD EXPECT FROM YOUR RECRUITER**

Working with a good reputable recruiter is essential. A good recruiter is someone you can trust to be completely honest with you. This person will help and guide you through the entire job search: interviewing offer negotiation, and resignation processes.

Since you probably don't change jobs very often (or at least we hope you don't) having someone in your corner is essential. Think of recruiters as your headhunting agent. It is never the right time to look for a doctor when you are already sick or to look for a lawyer when you are already in trouble. Find a few recruiters you can trust and who can help give you the proper insight and take the stress out of the process.

Some of the things your recruiter should do include:

1. Make sure they understand your background, skills and company wish list.
2. Understand your career results and motivations for making a move.
3. Make sure that your resume helps sell you effectively to possible clients.
4. Pitch you on a new opportunity and get your permission before submitting your resume for a role. Your permission should ALWAYS be obtained before your resume is sent anywhere.
- 5.. Be able to give you some industry trends and insights.
5. Provide opportunities for interview and coordinate it with the company involved.
6. Help prepare you for the interview by providing information on: company background, specific department information, the hiring manager, interview team, and problems they are trying to solve by filling this position.
- 7.. Gather feedback from both you and the company after the interview and address any concerns or questions.

8. Help you negotiate an acceptable offer if both you and the company are interested in moving forward.

9. Help you prepare to resign and coach you on handling a counter offer.

If you are working with a recruiter that merely sends your resume to anyone they can think of – then BE AWARE. You are asking for trouble and you may not be represented properly – first impressions are really important!

### **A RECRUITER'S EXPECTATIONS**

Remember this is a two way street. Just as you have certain expectations of the professionals, recruiters have expectations as well. Every time recruiters submit your resume for consideration to one of their client companies, their reputation is on the line as well. To a recruiter, a familiar adage rings TRUE: “We are only as good as our last candidate” . If you perform poorly in the interview, it also reflects on your recruiter. Open and honest communication in the following areas is key to successful placement:

- Your current and expected salary
- Career achievements
- Educational background
- Commitment to making a career move and not just looking for a counter offer from your existing firm
- Reasons for frequent job changes and why you are looking now
- Any areas of concern if background checks or drug screens are required.
- Availability for an interview
- Other interviewing activities or pending offers that you are currently dealing with

### **IS YOUR OUTLOOK REASONABLE?**

Aspiring for a VP sales position if you have never managed anyone is an unreasonable expectation. Be aware of aligning your expectations with your achievements and capabilities. Most of our clients are looking for top talent with a proven and steady history of achievement and progression. They are looking for people that have improved their skills and assumed more responsibility in their roles. If you are not able to show this kind of advancement in your career, your search may take some time.

If you have been sending your resume to every company you can think of, and/or have your resume posted on resume and job boards, don't expect a recruiter to spend a lot of time promoting you to his client companies.

Companies have HR people scouring the resume and job boards and placing ads to gather resumes. Be sure to always tell your recruiter where else you have sent your resume. If they send it over to a company where your resume has already been submitted by another recruiter or

directly, everyone looks bad. The recruiter appears not to have done their due diligence in the screening process and the candidate looks desperate in trying to get in front of the client in any way possible.

The advantage of using a recruiter is that there is a perception that you are a higher caliber candidate compared to someone who just posts their background to a website. You want to be considered a passive candidate rather than a desperate one.

Finding solid recruiters who have solid reputations in your particular industry is essential. Making the wrong choice of who represents you might hurt your candidacy and affect the number of opportunities that you can review during your search for new employment.

**Foot Note:**

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