

GETTING THE MOST OUT OF YOUR EXECUTIVE RECRUITER...

...like a new job is easy if you remember a few things.

RECRUITERS WANT TO HELP YOU

Most recruiters are genuinely concerned about people and enjoy the satisfaction of helping people improve their jobs, careers and their family's lives. A bonus for them is that once they find great talent and can get you that new job, they get paid a fee. Recruiter fees around the industry average around 25% of your first year's salary including bonuses and commissions - so you can see that the payoff is worth the work.

RECRUITING IS HARD WORK

It's not as easy as it sounds. We need to find someone who will talk to you, much less hire you. That means many hours searching for the right talent, verifying facts and background, and then ensuring that the chemistry is right for mutual success. And then we have to convince you that this is the right direction for your career.

RECRUITERS WANT EXCLUSIVITY

Companies use recruiters because they bring them talent that they can't find anywhere else. If your resume is posted on job boards, if you've blasted it to potential employers or if you've used other recruiters, you severely limit a recruiter's claim that you are a unique and "passive" talent. Your resume could just be sitting in a company's database collecting dust - but as long as it's there, most companies won't allow a recruiter to even present you to them. So it's your choice: roll the dice on the web or let a recruiter make a personal introduction on your behalf. Once you find a recruiter who you want to work with, it's fair for them to ask for a period of "exclusivity" where they will be your personal talent agent. But you need to treat them as a partner. The good news is that an exclusive period should be no longer than a month. If your recruiter can't help you within that time frame, you should free yourself to discuss other opportunities with other recruiters or do a realistic evaluation of how good you really are as a potential employee.

EVERYONE LIES TO A RECRUITER

According to a 1999 Nation's Business article, "95% of college graduates were willing to make a false statement to get a job - and 41% had already done so." An outplacement firm, Christian & Timbers "researched the resumes of 500 corporate executives and discovered that 23% of them lied about their accomplishments on their resume." (Winter, 2004) People lie every day to recruiters" about their salaries, about why left a previous job, about even being willing to look at other opportunities. If you want your personal recruiter to help you, you have to let him know the truth.

WE CAN'T HELP EVERYONE

Recruiters look for exceptional talent - people who can stand out from the crowd. Timing is also important. A recruiter could have great contacts but a company may not be hiring at that particular time. If you find a great recruiter, stay in touch because something good will eventually happen. But you need to be patient.

GET IT IN WRITING

The best recruiters document everything. If a recruiter offers to "represent" or "market" you, have them put in writing what exactly they will do and when.



Why should you consider working with an MRI Network Affiliate?

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