

What You Need to Know About Working with a Recruiter

If you're in the market for a new position, working with a recruiting agency seems like a no-brainer. A recruiter can connect you with the right employment opportunities, typically at no cost to the candidate. But as with any other relationship, working with a recruiter requires effort from both parties to be successful. Read on to learn more about how you can get the best possible outcome in your job search.



Do Your Homework

Not all recruiters are created equally, and it's up to you to figure out which one will be the best fit for you. If you're looking for a job and want to work with a recruiting agency, make sure to perform your due diligence. Does your recruiter specialize in your desired field? What have other candidates said about working with this agency? Take advantage of online review sites and other resources; they can help you decide whether a particular recruiter or agency is right for you.

Be Honest

For a recruiter to be successful in landing you the job of your dreams, they have to know what you really want. Be open with your recruiter about why you are seeking a new position, whether or not you are willing to relocate, what you hope to find in a new job and your career goals. Go beyond your resume to explain to your recruiter the professional experiences you have had, projects you have completed and skills you have developed. If you have faced challenges in your current position, tell your recruiter; he can utilize this information to avoid possibilities that simply will not work. Armed with this information, your recruiter can seek out the best job situation for you.

Take Their Advice

If you have chosen a recruiter wisely, she likely has experience in your given field. More importantly, she has key contacts and relationships with the companies that are hiring. Recruiters understand the job market and what businesses are looking for in candidates. They can offer a wealth of information on everything from how to interview to fine-tuning your resume for maximum impact. If you have chosen to work with a recruiting agency, you should carefully consider their suggestions, and work with them to maximize your chances of being hired.

Communicate and Collaborate

Working with a recruiter is a two-way street: both the recruiter and the candidate have to put in work to make the relationship successful. The recruiter's role is to provide advice and information to help their candidates succeed and to ultimately place the right candidates in the right job. For candidates, this means fully engaging with your recruiter, and committing to doing what the recruiter asks of you when they ask for it. Stay in regular contact with your recruiter, and work with him to ensure the best possible outcome in your job search.

The key to an effective recruiter-candidate relationship is both parties working together to achieve a common goal. Understanding the recruiter's role in the job search process is critical to getting the result that you want. By choosing the right recruiting agency, communicating openly and honestly, taking the recruiter's advice and collaborating with your recruiter, you will be one step closer to the job of your dreams.