Working with a Professional Recruiter

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There are basically 3 types of recruiters
Internal Corporate Recruiter

• Makes and effort to find qualified candidates typically by job board posting, company website and the companies internal database.
• Applicant Tracking Software.
• Works on about 25 job orders continuously.
• Screens and Interviews candidates.
• Presents candidates to the hiring manager.
• The company retains full control of the hiring process.
Contingency Recruiter

- Earns a fee only when the candidate is hired.
- Has no assurance of being paid at all.
- Cannot afford to spend a great deal of time on any one engagement.
- Works with a large number of job openings.
- Develops a database of known candidates.
- Identifies qualified candidates but not necessarily the most qualified.
- Salary levels are typically less than $150K.
- When many people are likely to be qualified for the position.
Retained Search Recruiter

• Exclusive search
• Salary levels are typically over $150K.
• The recruiter is paid for the process.
• Locates the *most qualified* candidate.
• Provides a high degree of confidentiality.
• Evaluates internal vs. external candidates
• Will never present a candidate to more than one client at a time.
• Are reimbursed for expenses as well as charging a fee.
The Top 10 Reasons that You Should Work with a Professional Recruiter.
#10 - Recruiters can identify opportunities that may not be advertised and that really exist.
#9 - You can get feedback and guidance from recruiters before and after interviews.
#8 – Recruiters know their clients.
#7 – You don’t have to wait to hear back from someone.
#6 – Recruiters can negotiate a higher salary for you.
#5 – Your recruiter keeps the hiring process moving.
#4 – Keeping Your Search Confidential So Your Boss Doesn’t Find Out You are Exploring New Opportunities!
#3 – Avoids the “Black Hole”
#2 – Recruiters are involved in about half of all senior-level job changes
And the number one reason you should use a recruiter…
Working with a Recruiter

• Dig your well before you’re thirsty.
• Recruit your recruiter.
• Don’t rely on your recruiter to do your search.
• Be honest.
• Check in periodically.
• Assume the recruiter is correct.
• Don’t go rogue.
Go Bucks!

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