

Working with a Professional Recruiter

**Presentation for the Lhota Office of
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Ken Lazar
Principal, Ability Professional Network, LLC

ALUMNI
CAREER
MANAGEMENT
— *EVENT* —

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 .



WE WANT YOU

#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.



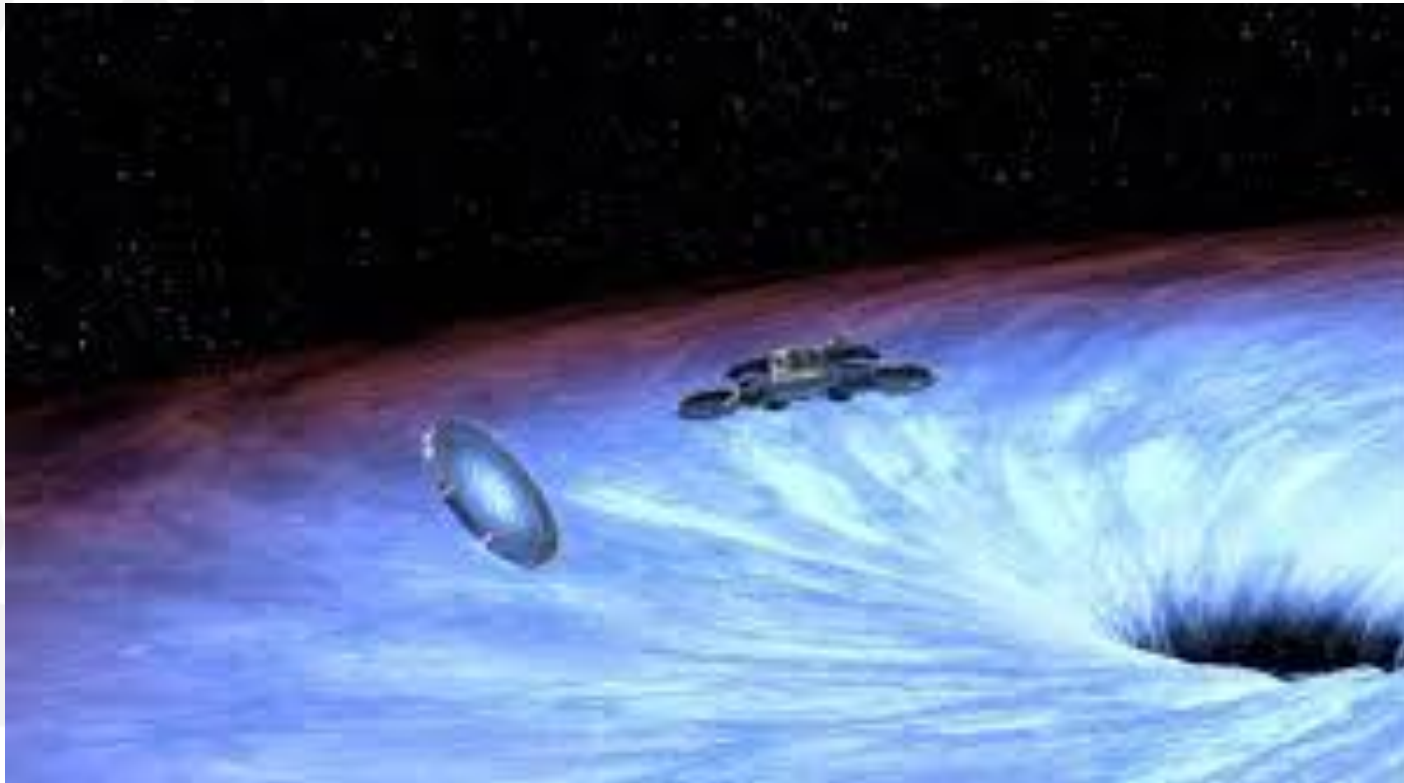
#5 – Your recruiter keeps the hiring process moving.



#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!

klazar@abilityprofessional.com

614-403-6079

www.AbilityProfessional.com

[@AbilityProNet](#)