



# 2024 October Career Fair

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# Agenda

- A) Working with Recruiters
- B) Picking the Right Recruiter
- C) What Some Recruiters Do and Don't Do
- D) Working with Multiple Recruiters
- E) Recruiters vs. Executive Search Firms



## **Working with Recruiters / Picking the Right Recruiter**

### Working with Recruiters

- Get to know the recruiter. Who are they, how long have they been in business, what relationships do they have
- Were they referred to you?
- Make sure they are local to the U.S. if you are looking in the U.S.

### Picking the Right Recruiter

- Get a job description first from them before you hand over your resume
- Do not give out any information unless you connect with them
- Source the recruiter and look them up



## **What Some Recruiters Do and Don't Do / Working with Multiple Recruiters / Recruiters vs. Executive Search Firms**

### What Some Recruiters Do and Don't Do

- Some recruiters are only there to assist the client, take very little time with you, and understand your needs
- They only want salary information, skillset, and when you can start
- Other recruiters will want to assist YOU in getting hired
- Make a relationship first, then go and look for a role for you

### Working with Multiple Recruiters

- Use multiple recruiters only if you know them, have relationships, know what they look for, and if you trust them

### Recruiters vs Executive Search Firms

- There is no difference between recruiters and executive search firms. Some retained firms are a little different, but not much
- Some are large recruiting firms, and others are boutique-type executive search firms



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