

DEEPEN Your 3 Relationships

#2 Recruiters

I had six jobs in three years; a career corporate job, four consulting gigs, then started my own business. In two of the four gig jobs, a recruiter reached out to me with the opportunity, in the other two, employers reached out directly.

Building relationships with recruiters is key to expediting your job search. Find recruiters that specialize in hiring people in your field. Having accountability with someone keeps you moving forward with your job transition.

Because of my Information Technology (IT) background and career, I have connections with over 20 IT recruiters in the Richmond, Virginia region.

Please contact me if you would like an introduction to some of those recruiters.

Here are some of my key learnings about Recruiters.

- ⇒ Find Recruiters that work with your specific career or profession, e.g. Information Technology, Human Resources, Chemical Engineering, Graphic Design.
- ⇒ Inquire of the recruiter who are their business or company clients. That may be proprietary information, but you will not know unless you ask.
- ⇒ Recruiters prefer to fill a job before it is posted on a job board.
- ⇒ Top Recruiters will call you when they hear, from the hiring manager, that a job opening just came up and would you be interested in hearing more.
- ⇒ Recruiters are tightly connected with other Recruiters. Many have worked at some of the same companies as a recruiter or at the same recruiting agency throughout their career.
- ⇒ Recruiters have multiple positions to fill, for multiple companies and all with different target start dates.
 - They spend 6 seconds reviewing your resume. They may read further if you WOW them and entice them to read more.
- ⇒ Recruiters review upwards to 300-350 applications for every posted job.
 - Multiply this by the number of applications then by the number of open positions to be filled and that amounts to hundreds, if not thousands, of resumes to screen in a week or even within days sometimes, depends on the urgency to fill a position.

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- ⇒ The hiring process may seem like it moves at a snail's pace.
 - The speed at which the process moves is not due to the lack of responsiveness by the Recruiter, but is often due to the Hiring Manager's lack of availability.
- ⇒ Partnering with good Recruiters can help expedite your job search.

Recruiters want to (1) Know (2) Like and (3) Trust you. Here are suggestions on how to do each one of these:

KNOW

How does a recruiter get to know you?

- ⇒ In face-to-face dialog over your favorite beverage at a local eatery or coffee shop.
- ⇒ During the pandemic, agree to meet via an online meeting platform such as ZOOM, Meetup, Skype, FaceTime or at a minimum by phone.
- ⇒ Share your Marketing Plan with them, specifically pointing out your target companies and people at those companies you want to meet.
- ⇒ Review your Resume with them focusing on your measurable accomplishments. Share WHY you do what you do, HOW you deliver value and WHAT value you deliver.
- ⇒ Check in with the recruiter at least once every two weeks to let them know you are still in job search. Inform them of anything that has changed regarding your target job, target company or target people you would like to meet.

LIKE

Likeability is a characteristic Recruiters are looking for in a Candidate. Here are some ways I have demonstrated likeability.

Add your Likeability ideas in the COMMENTS to this post.

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9 Ways Candidates can show kindness to their Recruiter(s)

- ⇒ Follow them and their company on LinkedIn.
- ⇒ Connect with them on LinkedIn using a personalized invite.
- ⇒ Write positive comments to their LinkedIn posts.
- ⇒ Forward them a link to a post or a LinkedIn article related to their work.
- ⇒ Agree to meet at a networking event, either virtual or in person. Remember, recruiters want to make connections as much as candidates do.
- ⇒ Acknowledge their birthday, work anniversary, or other recognition on social media, with an individualized greeting, versus the generic “Congrats”.
- ⇒ Invite them for coffee or lunch. Make the conversation about them, not you. Find out how they are doing and how you can help them.
- ⇒ Show gratitude when they arrange for an interview with the hiring manager or a representative from the hiring company. Your Thank You can be a follow up email or phone text, letting them know how the interview went.
- ⇒ Greet them when you see them at a local networking event or walk up to their table at a career fair and say hello.

Propel Your Career, LLC, Curt Hammitt 4/29/20

What recruiters look for in a job candidate

From: [Engage the Likability Effect in the Job Search](#)

1. Complete the application
2. Don't stonewall the salary question
3. Build a relationship
4. Understand their challenges

To hear more, follow this link >> <https://www.lynda.com/Business-tutorials/What-recruiters-like-job-candidate/2825454/2293222-4.html>

TRUST

Trust needs to be earned. Here are four ways to earn the trust of your Recruiter(s), plus a bonus article on how Recruiters Build Trust with Candidates.

- ⇒ 3 Ways the Candidate can Build Trust with the Recruiter
- ⇒ Working with a Recruiter is a partnership

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- ⇒ What do the Recruiters do for the candidate?
- ⇒ Who do the Recruiters work for?
- ⇒ 5 Ways for Recruiters to Build Trust With Candidates

3 Ways the Candidate can Build Trust with the Recruiter

1. Recommend a candidate to the Recruiter. That's right. Just as your Recruiter may introduce you to a company, you may know a job candidate to refer to your Recruiter.

How does that work?

Recruiters have multiple roles to fill, in different functions and companies, all with different timing. They are busy and some work to fill weekly quotas. A great way to build trust is to call them with the name of a prime candidate for a job listed on their website. Then follow up with a LinkedIn introduction of the candidate to the recruiter.

2. Be prompt. Always arrive or connect virtually at the appropriate time.
 - ⇒ If you are running late, call to explain.
 - ⇒ If you missed the meeting completely, call to apologize and ask to reschedule.
3. Show gratitude. Some recruiters have worked for the same agencies in town, but at different times. Some may share job candidates that do not fit their job openings with another recruiter and business that is more suitable.

If you were recommended to another recruiter or a colleague was referred elsewhere, recognize that they are looking out after the best interest of the candidate in this case and always show your gratitude with a note of thanks.

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Working with a Recruiter is a partnership

A candidate should:

- ⇒ Keep your recruiter(s) informed of the status of your job search. Forward a current resume whenever you make changes.

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- ⇒ Keep your recruiter informed of the status of scheduled interviews.
- ⇒ Notify them if you make a significant career change that impacts the type of job you are targeting.
- ⇒ Share with recruiters when you land a job and send them a note of thanks for their help during your job search process.

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What do Recruiters do for the candidate?

A Recruiter can expand the candidate's world of career possibilities.

A Recruiter does not search for jobs for each candidate, but they do have jobs for candidates to be placed in.

Companies employ a recruiter to do the leg work for the company to find viable candidates.

- ⇒ Candidates enjoy opportunities they could not have found by searching job boards on their own.
- ⇒ Recruiters become candidate advocates to help sell you to a hiring manager. Recruiters are another path in your job search process that could lead to an opportunity.

Who do Recruiters work for?

Recruiters work for the client, aka the company. When the company has a job opening, a company representative reaches out to the recruiter to fill the position.

The relationship between a company and the recruiter is one of employee and employer.

The relationship between a candidate and the recruiter is more one of mutual success. When a recruiter places a candidate in a job, both parties win. The recruiter fills the job for the client, and the candidate gets the job!

<https://frazee recruit.com/recruiter-job-seekers/> November 20, 2019 by Frazee Staff

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BONUS ARTICLE: Now you know how Candidates can build trust with a Recruiter.

Here are ways Recruiters build trust with Candidates.

5 Ways for Recruiters to Build Trust With Candidates

1. Ensure Your Career Site is Focused on the Candidate Experience
2. Be Transparent Throughout the Hiring Process
3. Timely Communication is Key
4. Ask Candidate for Feedback
5. Add a Personal Touch

To hear more, follow this link >> <https://www.wepow.com/en/blog/5-ways-recruiters-build-trust-candidates/>

Recruiters can be immensely important as your advocate when pursuing a job.

A recruiter convinced the company that I had the qualifications necessary to meet and exceed their job requirements for a consulting position without requiring any additional certifications.

When your Recruiter(s) know, like and trust you, they will be eager to present you to a company as the BEST qualified with the required aptitude and capability to perform the job. When that occurs, the Recruiter is awarded the contract from the company and you, the candidate, land the job.

This is what happened to me and my wish is that it happens for you.



Meet Scott

My job search had just begun when I sought help in the process. Even though I had searched for work several times in the past and was confident, I wanted a jump start on connecting with the local resources, identifying the changes in the social media tools since my last search, and a fresh perspective on resume updates. – Scott C.