

Four Things To Know About Recruiters

Understanding the role of the recruiter can be very helpful during your transition process. In some cases they will be the first person to discuss the opportunity with you. It's important to know some things regarding the services that they provide, and how they can help you .

Inside Track for the First Interview

A good recruiter can be very helpful in your job search. They work with certain corporations to provide qualified candidates for openings, which in some cases reduces the length of time that it will take the company to fill the position. One great thing about recruiters is that they have an inside track with various companies. And if your resume is a good match for the skills and experience needed, they can usually get you the first round of interviews, the rest is up to you.

Their Role is to Find Candidates

The recruiter's job is to fill the available position. They are not qualified to provide career coaching or career planning. If you are trying to utilize your current skills to change from one career to another, the recruiter will most likely not be able to help you. However, they work well with clients that have very marketable skills for a given position, and have a resume that strongly demonstrates those skills and experience.

Don't Ask for Too Much Information

In some cases their knowledge about the job may be limited to what the job specification says. They will know the usual job description regarding the position, but they may not know a lot about the typical work day, or growth opportunities within the organization, or why the position is available. This level of detail is best found out from the employer.

What's Hot and What's Not

They may be a good resource to ask about requirements for a particular position in the your desired market. They can help with what's hot in certain industries (skills, technologies, applications, positions, certifications). However, be specific. If you are pursuing a job that is less traditional you may have some challenges helping them to understand the role, and skills required for the position that you are pursuing. The recruiter in many cases will know a great deal about the standard job types for various industries. Unconventional jobs may not be on their radar.

By Pamela Bradford
Within Your Reach Consulting, LLC

www.wyrconsulting.com

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