



How to work with recruiters in this market

I am constantly getting questions on how is best to work with recruiters, so that they work hard for you. We need to remember that recruiters are essentially sales people. In true sales style, they quite often lack time, have a number of pressures related to the revenue they are bringing in and quite often have one person on the phone and three on hold! To enable the recruiter to work well for you, you need to try and help them. Here are a couple of hints that will really affect the results you are achieving with your recruitment agencies.

1. **Select the recruiter you want to work with.** It is not just the company with the good name or reputation that does a good job. This can help, but more often than not it is the good recruiter that will place you in a job. It is the recruiter with the relevant contacts and relationships, the recruiter who knows how to negotiate the best offer on your behalf and the recruiter who can ensure the recruitment process runs smoothly and efficiently. Do some research, who has the most relevant jobs for you? Ask your network for referrals of recruiters they have had a good experience with. Be select and work at developing a relationship with 4-5. The better they know and like you, the harder they will work for you, the better outcomes you will achieve.
2. **Ask "How can I help you, help me?"** It may be writing a paragraph about how your experience is relevant to the job you are applying. Writing a one page cover letter for the client. If you can help the recruiter do their job and save them time, they will see you as an easy candidate, and one they want to help.
3. **Ask "How frequently shall I keep in touch?"** Set the expectation of the frequency of contact. Get them to give you a time and then stick to it. When you call them, think of different reasons to call. It might be an updated resume or a new cover letter or a lead for them.
4. **Suggest companies that you would like to work for.** Recruiters have to make sales calls. At times it can be hard to think of a reason to call your client. There is nothing more powerful than calling up a company and saying that you have a fabulous candidate that would love to work for your company. If there is even the smallest chance that they are looking to hire somebody, this method will quite often get results. So think of the companies you would like to work for and why and pass them to the recruiters who have relationships with these organisations. Just watch what happens.

You will soon see that the relationship you have with your recruiters is changing and that they are talking to you about more opportunities than they once were.