

YOUR
GUIDE
TOWORKING WITH
a RECRUITER

Recruiters are experts at matching talent to open jobs. To do this successfully recruiters must understand the needs of both their candidates & to effectively check all the boxes on both sides (skills, experience, culture fit, benefits, salary etc.)

HOW WE WORK
WITH OUR
CLIENTS**CONTINGENT SEARCH**

A fee is only paid to the recruitment firm by the organization when they have hired someone.

RETAINED SEARCH

A fee is paid to the recruitment firm by the organization to perform a specific search for a senior-level executive position before the search begins. Retained searches tend to be for positions that pay upwards of \$150,000.



BENEFITS of
Working with
A RECRUITER
A recruiter might be your new best friend, here's why:

A recruitment agency like **24 Seven** is a free resource for you as a candidate!

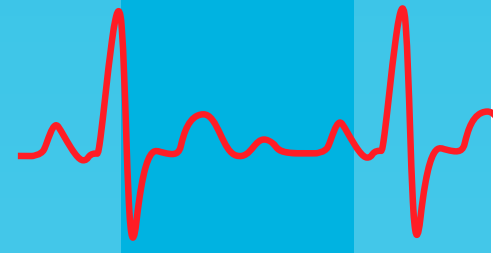


Recruiters work with the hottest brands and agencies, they have an infinite network of potential employers

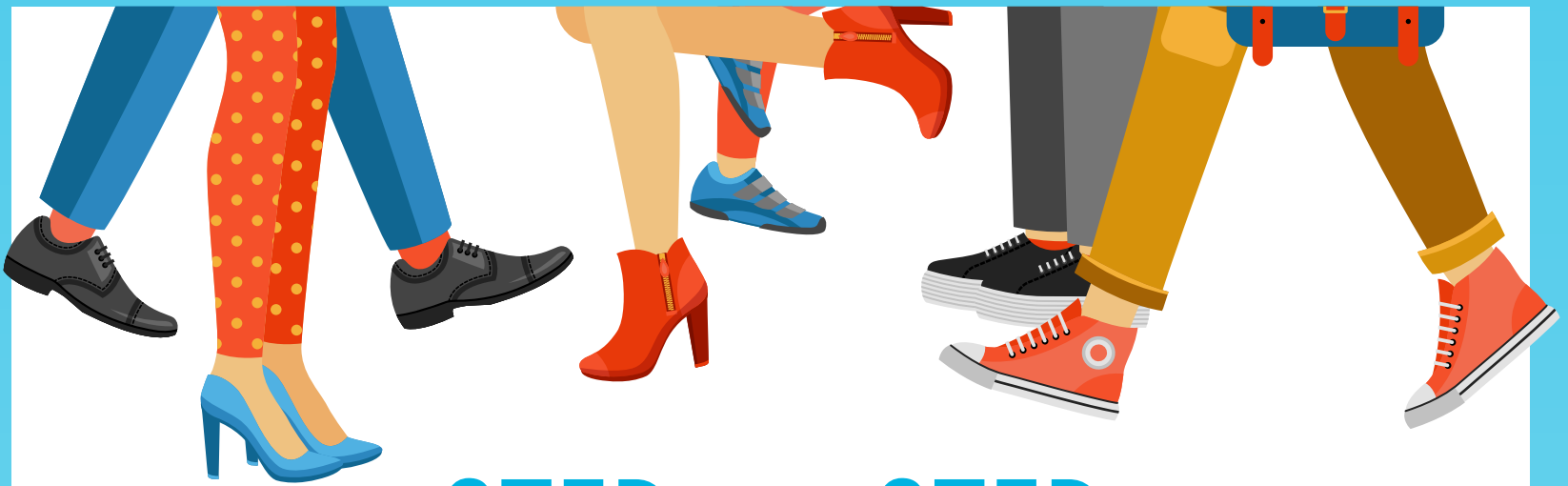


Recruiters have their fingers on the pulse of the job market and can help steer you in the direction of the best possible career move

Recruiters can speak on your behalf and go to bat for you (this is especially helpful when negotiating your salary/fee and benefits packages)



Recruiters work on confidential searches that aren't open to the public and with new brands that might not be on your radar yet

**STEP BY STEP**

The process of working with a recruiter tends to go something like this:

- 1** Initial Screen- Via phone or email to get details on your background/ experience, we may not have something for you at the time of your initial interview so it's important to be patient and trust that your recruiter will be in touch when something matches your background/experience
- 2** In-person Interview- Meet with the recruiter in-person so they can get a better sense of you and what you're looking for
- 3** Send Out to Organization- Recruiter sends your information out to potential employers
- 4** Job Interview- Your recruiter sets you up with an interview
- 5** Feedback- The recruiter will follow up with the organization on your behalf for feedback and next steps and you hopefully land the job!

LAND YOUR
Dream Job
BEST PRACTICES OF WORKING WITH A RECRUITER

Working with a recruiter is a partnership, make it easy for them to help you land a job:

BE RESPONSIVE – If a recruiter calls/emails your be sure to follow up (Tip: make sure your voice mail box is not full).

BE TRUTHFUL – If you've applied to other jobs, are working with another agency or are actively interviewing let the recruiter know! The same goes for your goals for your next position, be upfront about what you're looking for and don't be afraid to say No. Be transparent so we can make sure we land you your dream job!

BE CONSIDERATE – Respect your recruiters time as well as anyone they introduce you to. If you land an interview be on time, be prepared and be sure to follow up with a thank you. Make a good impression so your recruiter can continue to represent you! You never know what an interview might lead to in the future.

