

retained fee agreements in place before they start their search.

Headhunters

Some headhunting and recruiting is similar. Headhunters usually get a “hit list” of names of candidates who may or may not be looking. These are called “passive or inactive” candidates and they usually don’t know a lot about the candidate before they call them. Calling employees that are employed and poaching employees away from their current employer in this way gives headhunters their name. They are usually associated with having expertise in a specific profession or industry. Their process of recruiting and finding qualified candidates is very different. They are not internal recruiters. They usually work for a search firm or have their own businesses and are independent consultants. A headhunter cold calls into companies all day and into the evening, having multiple conversations with employees in the same company. They are looking for specific types of candidates, usually at a much higher degree of industry knowledge and education. They are typically recruiting for executive level positions.

SECTION 1

RECRUITERS & HEADHUNTERS

An Important Part of the Hiring Process and Your Job Search

- 1 Realize that many people think recruiters and headhunters are the gatekeepers who are narrow minded and unable to help you inside your dream company.** They are actually your champions, advocates, agents of change, and talent brokers inside the companies you want to work at. They market you to hiring managers and executives and to all the right people.
- 2 Build a relationship with them so they believe in you.** It will make their job easier to market you. They have a vested interest in your success. Sometimes it can take them up to a year to find the right candidate for a particular position. They also work on numerous positions at one time so they can find you multiple opportunities.
- 3 Understand that some people think recruiters and headhunters get paid too much, rely too much on job descriptions, and are rigid, unethical, immoral, and rude.** Recruiters and headhunters are people too. They are, in fact, hardworking, kind, professional, and courteous. They are your friend not your enemy. They help you get a job. They can edit your resume and give you information to increase your chances in getting the right job.
- 4 Let them do the work for you.** They can communicate your career story sometimes better than you can. The recruiters and headhunters want you to do well and get hired when you are the right candidate for the job. Their own job security and paycheck depend on getting people hired. Their job is to bring the most qualified candidate in the required /specified salary range and the quickest amount of time to their clients and hiring managers.