



WHEN YOU'RE READY FOR A NEW JOB

USING A RECRUITER vs. DOING IT YOURSELF

Advantages and Disadvantages

**PROFESSIONAL
PLACEMENT
SPECIALISTS, INC.**



Your Regulatory, Clinical, and Quality Experts

Phone: (877) 667-9699

Website: www.gotopps.com

USE A RECRUITER OR DO IT YOURSELF?

What is the best way to go when doing a job search; is it better to use a Recruiter or to do it by yourself? Well, since I'm a Recruiter you would expect me to say use a Recruiter every time, but that's not my answer. My answer is that it depends on a few things; one is the level of effort you are willing to put into your search, another is the type of contacts or connections you might have (and where they are), and if you want your search to be confidential.

You should consider doing your job search yourself if:

- You have the time to do the necessary research on your own
- You have a number of good contacts at companies you're interested in working for
- You know how to effectively market yourself to a potential employer
- You are comfortable with all the steps involved in the application, interviewing, offer negotiations and resignation processes.
- You have the time to monitor and push your resume through HR and the screening process
- Confidentiality isn't a major concern for you (i.e. you're okay with using job boards or having your resume passed around without you controlling where it goes)

You should consider using a Recruiter for your job search if:

- You don't have a good knowledge of the job market and hiring companies
- Your time is limited to do the necessary research on companies and jobs
- You're not comfortable with the application, interviewing, offer negotiation and acceptance, and resignation processes and would like someone to coach you through them
- You don't want to "submit and pray" to online ads and websites
- You want someone to professionally present you to possible employers in a confidential manner
- You want someone to follow your resume from HR to the hiring manager and provide you with feedback
- You want to get more detailed information on a job/company than what you can get from a job description
- You would like someone to help you prepare for your interview to increase the likelihood of success
- You would like someone to help with the salary/offer package negotiations for the new job and coach you through the resignation and transition for your old job

WHAT IS A GOOD RECRUITER?

If your experience with a Recruiter was that they submitted your resume into companies without your permission or even talking with you about what you were looking for, and the jobs were not what you were looking for or were qualified for, and that their idea of prepping you for an interview consisted of "here's the job description – good luck!", first of all I'm sorry, and second you still haven't worked with a Recruiter.

Before I became a Recruiter I was an R&D engineer and a Marketing Manager in the medical device industry. I received numerous calls from Recruiters (or headhunters if you prefer) and was largely unimpressed with most of them. I had some that tried to get me into jobs I didn't want or that I had no experience for, and some of them got pretty insistent that I interview for the jobs anyway. To me, **THOSE ARE NOT RECRUITERS!** I call them resume brokers because all they want to do is send all kinds of resumes to all kinds of companies and hope something happens. They also knew next to nothing about the job or the company so they were really not very helpful to me.

A real Recruiter is someone that takes the time to understand what you are looking for in your next job and does their best to match you to appropriate opportunities. They also take the time to fully understand what the company is looking for in a job candidate to fill the needs they have. By having this information they can act more like a consultant to make a better match and increase the likelihood of success for both parties.

A good Recruiter is someone that specializes in your particular job function and industry and knows what's going on in the job market, and can provide you with more detailed information on the company than what you can find yourself on the company's website or from the job description. They can also be a resource for you in planning how to reach your career goals in the next 3-5 years.

WHAT CAN A RECRUITER DO THAT I CAN'T?

In most cases I am working directly with the hiring manager to find the right person for the job and when I find a good job candidate I can present them directly to the hiring manager for consideration without having to go through all of the hoops in HR. The hiring manager knows I am a specialist at finding regulatory, clinical, and quality professionals so the job candidates I present are assumed to be a higher caliber job candidate, and this gets them moved to the front of the line.

Some other advantages to using a Recruiter is that, most likely, you don't do job searches or interview very often and can therefore be unsure of how to do it effectively. I deal with job searches and the interviewing/job offer process everyday. I can be a good resource to help you in each stage of the process and let you know what to expect and how to handle it.

A good example would be the sale of a home. If you know all the ins and outs of selling a home you could do a For Sale By Owner. Most people don't know how to approach all of the aspects of a home sale, so they hire a Realtor to handle it for them and save them the headache. Of course, in this example you would have to pay the Realtor a commission for selling your home, but with a Recruiter the company pays the commission.

I have a number of people I work with that say they ALWAYS use a Recruiter for their job search because they can tap into job market knowledge and resources they just don't have. If you choose the right Recruiter they can make the process so much easier for you.

Jeff King

Recruiter/President, PPS