

Evaluating Recruiters & Recruitment Companies

- Do they specialize in that market or do they at least know the market?
- Do they sound like they are confident in finding you a position or do you get that funny feeling in your stomach while talking to them?
- What types of clients do they represent? Larger companies, smaller businesses, and can they name a few of them?
- Do they have formal agreements to work with those companies – are they on the 'PSL' – you can check!!
- How does their recruitment process work?
- Do they contact you before sending out your resume?
- Do they 'tailor' your CV?
- What types of support do they provide to you if you do get an interview?
- What types of feedback do you get at each different stage of their job finding process?
- Do they just send out your resume on a speculative basis ?
- How does your commission structure work – what percentage of your earnings is commission – it's about behaviour!
- What happens if I am already speaking to an employer directly or through another agency?

How To get The Best Out Of Recruiters

- Have the essential skills for the job – talk to them only about the roles you're right for y
- Have experience in the same or similar industry sector and culture
- Be extremely well-presented and a polished communicator
- Give them confidence that you will interview exceptionally well
- Show passion for the role and the company in question
- Indicate your enthusiasm for the role
- Indicate your enthusiasm to reach a deal – i.e. be negotiable on salary
- Be as flexible on location as you can
- Try to make yourself as available to start as possible – have a negotiable notice period
- Be easily contactable and respond very quickly
- Have clear short-term career targets, 'I want to be in an X role within three months'
- Be committed to the process
- Give something back – but be wary!!

... and finally the really big one:

- Do what you said you were going to do, when you said you were going to do it