HOW TO WORK WITH A RECRUITER

Let’s start off with explaining how we work with our clients and what our clients expect of us as a retained consulting firm. All our work is retained, that means the client has paid us up front to initiate a very targeted search on their behalf, pays us a portion when we present candidates, and the balance when the candidate is selected.

We do not “look” for jobs for candidates, our work is all about what the client wants and needs for their bank. We only work in Banking, any industry outside of banking is not in our wheelhouse.

Here are some tips on working with us:

- Develop a relationship with a recruiter you trust. Yes, this can take some time, but is well worth the investment. You are looking for the kind of relationship you can leverage to help each other.
- Pick up the phone-it is impossible to develop a meaningful relationship over text, email or snapchat.
- Improve your Social Media profiles. This will get you noticed. Add a photo, again think about meaningful relationships. People do business with People-not an icon of a person.
- Be honest and transparent, we will return the professional courtesy.
- Follow the search process-if that includes completing an assessment, a written letter or sending references with complete information. In every retained search the process is defined and agreed to by the client, not following the process will leave you at the bottom of the candidate list.
- When rejected, be professional. Nobody including us likes the rejection, and keep in mind on any retained search you are not the only person being rejected. Handling rejection is part of career development, seeking out feedback will help you in future searches with or without a search firm.

For a confidential career management discussion contact us today.

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