

What To Expect From A Recruiter

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Recruiters (a.k.a. headhunters) work for the employer. Often companies only work with headhunters when they have a position they find difficult to fill and/or they need to keep the search process confidential. Many employers have very specific needs (i.e. they want someone from their industry or someone who has worked with their customers.)

To find qualified candidates, most recruiters develop a database of potential candidates. We also network, do research, and occasionally, we may advertise the position. For a typical search, we contact 80 to 100 potential candidates and screen them to find a few that meet our client's specific needs. Ultimately, only one is hired.