

A Blusource Guide to How to get the best out of your recruitment consultant



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Introduction

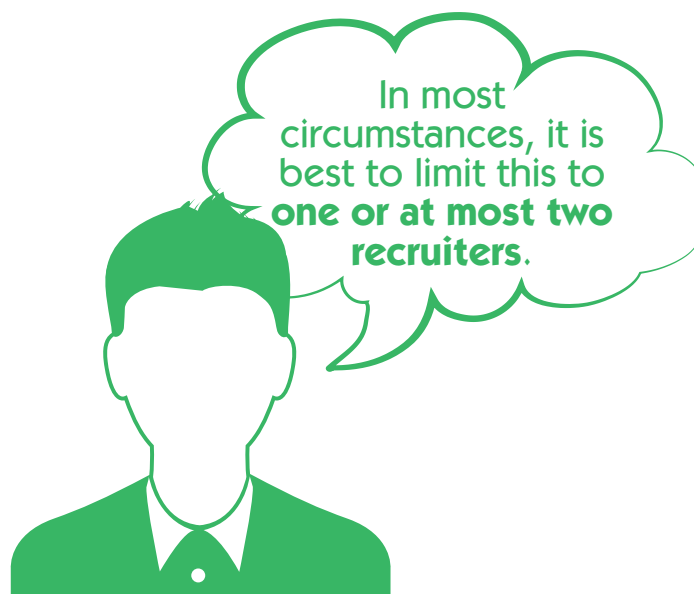
A good recruitment consultant can make the difference between securing your dream role and not even being aware that it exists. The best recruiters, such as the team at Blusource, are highly experienced advisors with expertise in CV preparation, interview techniques and offer negotiation. They also have highly developed networks of contacts within the management of the businesses they work with meaning they will often know about vacancies before they become public knowledge and can be influential in getting you the interview you want.

Recruitment consultants are typically busy people who will have many candidates demanding their time so how do you make sure you get your recruiter's attention and get their commitment to work hard for you?

Sample the market then make your choice

The single best way to get the most out of a recruitment consultant is if you limit the number of recruiters you register with. In most circumstances, it is best to limit this to one or at most two recruiters. The reason for this is simple – if a recruiter knows they have a good chance of placing you into a job they will spend more time working on your behalf so they are much more likely to invest their time in someone who is working closely with them and less likely to if they are one of many who have to compete for your attention. As a result, being registered with too many recruiters is the best way to lower your chances of being contacted quickly about the best jobs.

The best approach is to speak to and “audition” several recruiters and then invest your time in developing close relationships with the one or two you feel most comfortable with and who you feel best understand your particular needs.



Go to the initial meeting prepared - treat it as an interview

Most recruitment consultancies will want to meet you in person before formally putting your CV forward to a client. The initial meeting will generally involve a discussion about your reasons for wanting a new job, the type of role(s) you are interested in and a discussion around the positions the consultant feels might be appropriate for you. Often, the consultant may have a specific vacancy in mind.

It is important during this initial meeting to come across as professional and employable. Bear in mind that a consultant's reputation with their client (the business that is recruiting) is at stake when they introduce a candidate to them, so he or she will want to make sure that you will perform well when you meet the recruiting manager in person.

Be clear about what you want

Job seekers who approach recruitment consultancies are obviously looking for a career change. But for many, this is all they are sure about. While it's good to be open to new opportunities, it's best to do some research and have a good think about the type of job you want next. This will avoid recruitment consultants suggesting roles that are of no real interest to you and will also help you to develop a closer working relationship with your consultant. Recruitment consultants want to help you but they will need your help and direction to get you what you want.

Keep in touch

Recruitment consultants meet a lot of talented professionals each week so it's important you keep in touch with a regular phone call or e-mail. We often host networking evenings for candidates — if you're invited to one of these types of events, try your best to attend as it not only keeps you at the front of your consultant's mind, but it also allows you to find out about the latest market trends and any jobs that are available.

Be open with your recruitment consultant

This is really important. We always encourage people to develop an open working relationship with their recruitment consultant. If you are going for interviews with other employers and agencies, then being open about this helps manage expectations on both sides and can actually strengthen the relationship in the long run. You wouldn't want to work with someone who isn't open and honest with you and neither will a good recruiter. We really want to be able to help you, but we need your help to do so and this means having all the relevant information about your job search.

Take advantage of their knowledge

Make sure you tap into your recruitment consultant's knowledge as much as you can. They are industry specialists and work closely with their clients so will be able to tell you about the vacancies that are in the pipeline that have not yet been released to market, as well as live vacancies. When you get an interview, ask specific questions about the interviewer as your recruitment consultant will know him/her and will therefore be able to give you some pointers about what to expect. Although this knowledge will by no means secure you a job, it will help you to prepare for the interview to ensure you play to your strengths.

Ask them for feedback

Asking for your recruitment consultant's feedback can help you to improve how you present yourself in future. Recruiters review and assess the strength of CVs on a daily basis and know what employers look for so, if you take their suggestions into account, you can make your CV as strong as possible.

Finally....

....of course, if there is anything you wish to discuss in more detail, the Blusource consultants are here to help!

