Keeping Current



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Outside Recruiters will save you TIME, MONEY, and AGGRAVATION!

Any recruiter who has done even a small amount of business development has run into the reply,

"We handle everything internally". That answer causes many recruiters to cross that company off their lists and move on, but instead of moving on, we should explain to these potential clients that "just because it's what you do, doesn't mean it's what you SHOULD be doing."

Outside recruiters save you time: Not only does working with an outside recruiter free up the valuable time of HR staff, administrators and department leaders, by not forcing them to spend hours reviewing the sheer mass of resumes, from unqualified candidates, that always come from job boards and internal website postings, but it saving that time, allows those employees to focus on the things they need to be doing to make your company operate properly. When you use an independent recruiter, not only does the recruitment process move faster, but all your processes move faster!

But those fees:

Another of the most common answers that recruiters hear from prospective clients is "But your fees are so high," and in a vacuum, it may look that way, but a 25% fee, on the

position's first year base salary, is usually a minor investment when you investigate the real costs of the DIY approach. How many people are involved in your recruiting process? How many hours are they spending on finding, reviewing, and communicating with potential candidates? How much do those people make on an hourly basis (not just salary, but in benefits and overhead)? What other vital activities is the arduous recruiting process keeping employees from focusing on? What is the value of that?

Additionally, what happens when 30, 60, 90 days in, you realize the candidate isn't the right fit? For the DIYers, it's back to square one, and the whole process starts again, all that time and energy wasted. On the flip side, most independent recruiters offer up to a 90-day guarantee on their placements, so if either you decide a new hire isn't working out, or the new hire decides they made the wrong decision.

Why can't we find anybody good?

Handling a job search internally typically requires a company to load their open job descriptions to their website's careers section, LinkedIn, and various job boards, and that is the easy part. The hard part comes with the inevitable deluge of resumes and applications from candidates who often don't ever read the requirements, and your employees are left still searching for a needle in a haystack, as more and more hay continues to rain down. On the other hand, an independent recruiter usually has a database of candidates they've already qualified and has the tools and expertise to conduct targeted searches, finding only the candidates who actually meet your job requirements and then vetting them for fit and interest before your hiring manager ever speaks with them. Working with an independent recruiter saves you and your staff from the most difficult, time-consuming, and frustrating part of the candidate search.