Working with Recruiters to Enhance Your Job Search

Catherine Tuttle, Manager of Alumni Career Services, NC State Alumni Association
Agenda

• Types of recruiters
• General tips
• Finding recruiters
• Making connections
• Recruiter panel
Types of Recruiters

- Internal recruiters
- External recruiters
• Retained Recruiters
  • Typically at the executive level
  • Positions with $100K + salary
  • Exclusive listings
  • Paid a portion of the fee up front

• Contingency Recruiters
  • Don’t have an exclusive
  • Paid only if they place candidates
Recruiters work for companies, not job seekers.
Things to Keep in Mind

- Recruiters are not career counselors
- Recruiters are not for hire by job seekers
- Recruiters are seldom the final decision maker
- Recruiters are seldom in control of the hiring process
Things to Keep in Mind

- Be professional in your outreach and respect the relationship
- Be prepared
- Build the relationship
- Know your audience

“Recruiters are essentially salespeople so they are going to look at how they can sell you to clients. Therefore, you also have to have your sales pitch ready.”

—Shelley Zajic, vice president of talent management for Apollo Group
How to Find Recruiters

- Google
- Triangle Business Journal/Book of Lists
- Chambers of Commerce
- LinkedIn
Connecting with Recruiters

- Utilize LinkedIn
- Join professional and industry organizations
- Join college and alumni groups
Online Visibility

The number of recruiters and companies using social media is steadily on the rise.

And 51% of recruiters plan to increase mobile recruitment investing.
Create a Social Presence

93% of recruiters will review a candidate’s social profile before making a hiring decision.

<table>
<thead>
<tr>
<th>Q. What do you look for in a candidate on social networks?</th>
<th>LinkedIn</th>
<th>Facebook</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional experience</td>
<td>97%</td>
<td>20%</td>
</tr>
<tr>
<td>Length of professional tenure</td>
<td>96%</td>
<td>14%</td>
</tr>
<tr>
<td>Industry-related posts</td>
<td>88%</td>
<td>27%</td>
</tr>
<tr>
<td>Mutual connections</td>
<td>93%</td>
<td>35%</td>
</tr>
<tr>
<td>Specific hard skills</td>
<td>95%</td>
<td>13%</td>
</tr>
<tr>
<td>Cultural fit</td>
<td>80%</td>
<td>46%</td>
</tr>
<tr>
<td>Examples of written or design work</td>
<td>83%</td>
<td>24%</td>
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</tbody>
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Social Recruiting Survey Results 2014
Recruiter Q&A

Ashley Cox, SPHR, PRC
Recruiter II at Caterpillar BCP

Jake Fehling
Executive Search Consultant & VP at KFA Search

Leigh Wallace
Professional Technical Recruiter at The Select Group
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