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Recruiters: The Challenges of Executive Head Hunters

By David Leonhardt

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(and how the Internet is solving them)
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Once upon a time, head hunters were no more than common cannibals. Some people still view them that way, but executive recruiters are a vital link in a chain that keeps major enterprises functioning well.

The top positions at any organization dictate the fortunes of the company, the shareholders and the employees ... and often the communities in which they are located. A good executive head hunter can ensure that new company executives have the skills required for the position and the challenges ahead. He can also ensure that the right executive is chosen, one whose style will flourish in the specific environment of that company.

However, modern executive recruiters face challenges to be effective. I caught up with Esther Barzel, co-owner of the Online Recruiter Directory (<http://www.onlinerecruitersdirectory.com>).

Q: What are the main challenges of executive head hunters in today's business climate?

A: To start with, the geographic net has become much wider. A head hunter in , say, New York City or Toronto, can no longer rely on finding the right candidate right in town. In fact, the ideal candidate might be just minutes away by Internet, but he might be located in another country or even on another continent. We are looking at a new breed of executive recruiter.

Q: The Internet should make his job easier, right?

A: Yes...and no. He has to post requirements in more places and sift through more potential candidates to find the jewel he seeks. So his workload has actually increased.

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Q: Plus, I presume, he still faces the challenges of yesteryear?

A: That's right. He still has to make contact with potential candidates, conduct preliminary interviews, set up meetings with the company, attend to minute details, brief the interviewer, etc.

Q: What about follow-up?

A: Yes, there is, of course, follow-up required after every interview, both with the client and with the prospect. It's a busy job.

Q: So how does the Internet make life easier for an executive recruiter?

A: Now you have online communities and bulletin boards, such as Monster.com, where you can place ads for positions. This makes it somewhat easier to cast one's net. Directories like ours help head hunters attract clients, so they can spend more recruiting and less time on business development.

Q: Don't online bulletin boards and directories just mean the head hunter has to spend more time in more places?

A: Yes and no. Online resources are more easily searched than, say, paper. Our recruiter directory gives employers the chance to search by geography or by vocation, or by the type of position. This means they can find a recruiter that specializes in pharmaceutical sales, or who specializes in accounting, or whatever field. The head hunter spends less time answering questions from people who will never be their clients.

Q: And I assume it works both ways?

A: Yes, the recruiter gets resumes from only those people who are likely candidates for the types of positions he works on. The pharmaceutical recruiter, for example will not get a resume from someone whose background is in aeronautical engineering.

Q: Wow, that's a mouthful. I don't know if I could even repeat that.

A: Many executive recruiters could not repeat it, either. So the Internet is making it easier for them to receive resumes targeted to their field of expertise, saving them time...not to mention overexertion of their tongues.

On that humorous note, we thank Esther for taking the time to explain how the Internet is making life both more complex and easier for executive recruiters and head hunters.

David Leonhardt is a freelance writer:<http://www.seo-writer/freelance/writer.html> More about head hunter challenges:<http://www.onlinerecruitersdirectory.com/head-hunters.html> More about executive recruiter challenges:<http://www.onlinerecruitersdirectory.com/executive-recruiters.html> More about Esther Barzel's recruiting services <http://www.onlinerecruitersdirectory.com/about.php>

How to Work Effectively With Recruiters

By Linda Matias

"R-E-S-P-E-C-T / find out what it means to me" is a line made famous by Aretha Franklin, and one that recruiters have adopted as their mantra. This is probably because there is a love-hate relationship between candidates and recruiters. Specifically, candidates love what recruiters can do for them, but at the same time, aren't fond of the fact that they need their services.

One can hardly blame candidates, since over the years recruiters have been branded as uncaring, money-hungry vultures who have their eyes set only on the bottom line. Whether there is a grain of truth to that belief or not, I can't say for sure. However, what I do know is that recruiters have been, and will continue to be, a viable resource for candidates. For this reason, recruiters shouldn't be dismissed, but instead appreciated for the role they play in the career services industry.

Many recruiters suggest that job seekers don't fully understand what a recruiter's function is in the job search process, and that this is where the lack of respect originates. In an effort to educate job seekers, below are some pointers that recruiters want every job seeker to know.

Respect what recruiters do. Although recruiters don't work for you, the good ones will work with you. With a hiring company in mind, a recruiter will make recommendations on how you should change your resume, the way you interview and/or the way you dress. If this is the case, heed his or her advice. Recruiters have insider information on the specifications the hiring organization is searching for, and the clues they provide are based on that knowledge.

Respect what recruiters can't do for you. The recruiter's allegiance is to the hiring organization. Therefore, he or she is going to spend his/her time and resources on scouting a candidate that fits the hiring organization's specifications, not on finding you a job. That's why it is important to realize that recruiters are just one source of getting interviews. Your job search plan should include other methods of gaining employment such as networking, answering want ads and responding to Internet postings.

Respect the interview with a recruiter. Save your war stories for your local bartender. When you contact recruiters, be discriminating about the type of information you provide. A meeting with a recruiter is an interview. Don't allow the informality of the conversation to convince you otherwise. During a meeting with a recruiter you will be judged on your performance; therefore, be professional at all times.

Respect a recruiter's time. When a recruiter has recommended you for a position, that means he or she has invested time in your career; therefore, respect their time, return their phone calls, and provide them feedback on the company after any interview. Recruiters are especially interested in knowing your interest level, your thoughts about the interviewer, the rundown of the interview process, and the next step agreed to by you and the company.

Respect a recruiter's reputation. Recruiters aren't just out to fill a job order. Their credibility is dependent on the caliber of candidates they send on interviews. As a result, recruiters look for

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candidates who know what they want, present themselves professionally, and are out to win job offers.

When working with a recruiter, a partnership is formed; and in order for the relationship to be successful, there must be a mutual respect between the two of you. Recruiters want to work with candidates who want to work with them, not candidates who are having difficulty finding a job and want to be rescued. If you can effectively convey to a recruiter that you have a sincere interest in working with him or her, you'll find yourself in turn treated with respect.

Recognized as a career expert, Linda Matias brings a wealth of experience to the career services field. She has been sought out for her knowledge of the employment market, outplacement, job search strategies, interview preparation, and resume writing, quoted a number of times in *The Wall Street Journal*, *New York Newsday*, *Newsweek*, and

. She is President of CareerStrides and

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