

This Free E-Book is brought to you by [Natural-Aging.com](http://Natural-Aging.com).

**100% Effective Natural Hormone Treatment**  
**Menopause, Andropause And Other Hormone Imbalances**  
**Impair Healthy Healing In People Over The Age Of 30!**

**Recruiting Excellent Job Candidates**

**By David Leonhardt**

Recruiting Excellent Job Candidates:

Six Easy Search Tips to Get the Cream of the Crop  
By David Leonhardt

An independent recruiter, recruiting agency or executive search firm is charged with tracking down excellent potential candidates for available job positions. Despite the fact that there are innumerable people seeking positions of employment in the 21st century, it often seems to a typical recruiting agency that qualified men and women are few and far between.

Here are six easy tips that recruiting services, staffing firms, or executive search firms should keep in mind when on the hunt for outstanding potential job candidates in the 21st century.

These tips are equally applicable to companies undertaking their own search without the help of recruiting agency services. Indeed, the headaches associated with finding qualified personnel is magnified for a company undertaking its own recruitment efforts.

1. Post an Ad on an Industry-specific Job Board. Oftentimes, a recruiter will take a scattershot approach to finding candidates that are worthy of consideration for an available position. They broadcast far and wide the fact that a certain position is open and available, in big city newspapers and on major Internet job boards.

If a recruiting agency were more thoughtful about its recruitment efforts, it would realize the benefits of positing an announcement of an available position on an industry-specific Internet job board. By posting in a selective and admittedly limited manner, recruiters and staffing firms would be reaching out precisely to the pool of people most likely to be qualified for an open position.

One excellent tool for finding industry-specific job boards can be accessed at:

<http://www.onlinerecruitersdirectory.com/jobboard.php>

## Recruiting Excellent Job Candidates

2. Use Recruiters that Specialize in a Given Field As with advertising, choosing an effective recruiter might be just a matter of targeting, particularly for a managerial or executive position. These positions can be very hard for in-house personnel directors and human resource managers. While these people do have responsibility for hiring, the search for a new employee with skills beyond the norm for their company can best be targeted by a professional executive head hunter.

The same can be said for specialized fields, such as accounting or information systems. In-house human resources staff might know all about pharmaceutical skill-sets required for a multitude of research and administration positions, but they might rarely have to deal with hiring staff to track money or to keep the computers functioning. That's when recruiting agency services specializing in IT or in accounting can come in handy.

3. Develop an In-House Referral Program. In many instances, exiting staff members can help speed up the search for quality job candidates. Employees often have contacts elsewhere within the industry, some of which may be looking for a change of employment.

By cultivating this internal resource, a personnel director can develop a wealth of ready information about prospective employees who might well serve the organization as valued employees.

4. Search Resumes Posted on Job Boards In addition to advertising on an industry specific job board, a diligent personnel director or recruiting agency will want to take the time to search and consider resumes that have been posted on job boards.

Often, a person pounding the pavement looking for employment may not have the time to take in and review all of the various available positions that have been posted on a every job board. This is even more true if a given prospect is a highly sought-after candidate, who might be still busy in a current position of responsibility.

5 .Use a Directory of Recruiters. Because there are so many different type of recruiters in business in the 21st century it can often be difficult for in-house human resources staff to pinpoint the recruiter that will be best able to meet the needs of a given employee recruitment campaign. But there are resources available, such as directories of recruiters.

One such directory is:

<http://www.onlinerecruitersdirectory.com>

By using a professional directory, in-house human resources staff will be able to identify the most appropriate resources for their company and for the recruiting task at hand. Even staffing firms can benefit from such a recruiters directory to seek help in a specialized field they don't often work with.

6. Don't Rush the Process. Finally, while it is an overused saying, "Rome wasn't built in a day." In the same vein, 99 times out of 100 there is no need to rush the process of seeking, identifying and hiring a new employee, particularly an executive level employee.

## Recruiting Excellent Job Candidates

A personnel director should take his or her time to identify, screen, interview and hire the best candidate. Throughout this process, a human resources manager or specialist will rely on the services and support tools identified in this article.

By using these tips, in the long run the best possible candidate for a given position will end up being hired, and the company will benefit from the best possible employees.

David Leonhardt is a freelance writer:

<http://www.seo-writer.net/>

He wrote this article for the Online

Recruiters Directory:

<http://www.onlinerecruitersdirectory.com/about.php>

### **Executive Search Agents Get Results**

**By Burns Carlton**

Recruiting a senior manager or director for your business can be expensive. Placing adverts in the right papers and journals is a huge expense in itself. If you're recruiting at the top level in your business, it may be more cost-effective for you to use an executive search agency.

Did you know that, in some cases, the fee charged by a recruitment agency may actually be less than handling the recruitment in-house? People often turn to an executive search firm when they have had trouble recruiting for a certain position. They may have had a low response to adverts, or discovered that all the CVs that have been sent in are from people who are under qualified or inappropriate for the role. This can be very frustrating, particularly as it is very expensive to place recruitment adverts in the local and national press.

Businesses who don't have a full-time Human Resources function, or who are too busy to handle top recruitment themselves often outsource to an agency. Whilst it has a cost attached, it removes the majority of the recruitment burden from the company's internal resources and makes sure that the best candidates are put forward for the job. This use of external expertise is really no different from using a design agency to run a website, or a sanitary company to do the cleaning, and leaves the company's management free to approach the interview stage fresh and enthusiastic.

Executive recruitment is normally for specialised roles and candidates therefore need to have a very well-defined set of skills and experience. For this reason, businesses are often less concerned with the time taken to employ someone than they are with the quality of the person they eventually hire. This can turn the search and selection process into a long one and managers can go through several sets of candidates before offering the position.

## Recruiting Excellent Job Candidates

Specialist recruitment agencies come into their own here. Their databases help to search out possible candidates who have the right combination of qualifications, experience and skills, and can even undertake the first round of interviews on the company's behalf, so that the final list includes only the best candidates available. This outsourcing of basic recruitment functions allows the company to concentrate on running the business and leaves them feeling confident that the candidates that come for interview are all suitable for the job.

Burns Carlton provides a professional executive search and selection service for a range of business sectors. Check out their website by clicking

<http://www.burnscarlton.com>



This Free E-Book has been brought to you by [Natural-Aging.com](http://Natural-Aging.com).

**[100% Effective Natural Hormone Treatment](#)  
Menopause, Andropause And Other Hormone Imbalances  
Impair Healthy Healing In People Over The Age Of 30!**

## Recruiting Excellent Job Candidates

