

# Working with a Professional Recruiter

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ALUMNI  
CAREER  
MANAGEMENT  
— *EVENT* —

# There are basically 3 types of recruiters



## Internal Corporate Recruiter

- Makes an effort to find qualified candidates typically by job board posting, company website and the company's internal database.
- Applicant Tracking Software.
- Works on about 25 job orders continuously.
- Screens and Interviews candidates.
- Presents candidates to the hiring manager.
- The company retains full control of the hiring process.

## Contingency Recruiter

- Earns a fee only when the candidate is hired.
- Has no assurance of being paid at all.
- Cannot afford to spend a great deal of time on any one engagement.
- Works with a large number of job openings.
- Develops a database of known candidates.
- Identifies qualified candidates but not necessarily the most qualified.
- Salary levels are typically less than \$150K.
- When many people are likely to be qualified for the position

## Retained Search Recruiter

- Exclusive search
- Salary levels are typically over \$150K.
- The recruiter is paid for the process.
- Locates the *most qualified* candidate.
- Provides a high degree of confidentiality.
- Evaluates internal vs. external candidates
- Will never present a candidate to more than one client at a time.
- Are reimbursed for expenses as well as charging a fee.

# The Top 10 Reasons that You Should Work with a Professional Recruiter .



**WE WANT YOU**

**#10 - Recruiters can identify opportunities that may not be advertised and that really exist.**



# #9 - You can get feedback and guidance from recruiters before and after interviews.





# #8 – Recruiters know their clients.



# #7 – You don't have to wait to hear back from someone.



# #6 – Recruiters can negotiate a higher salary for you.



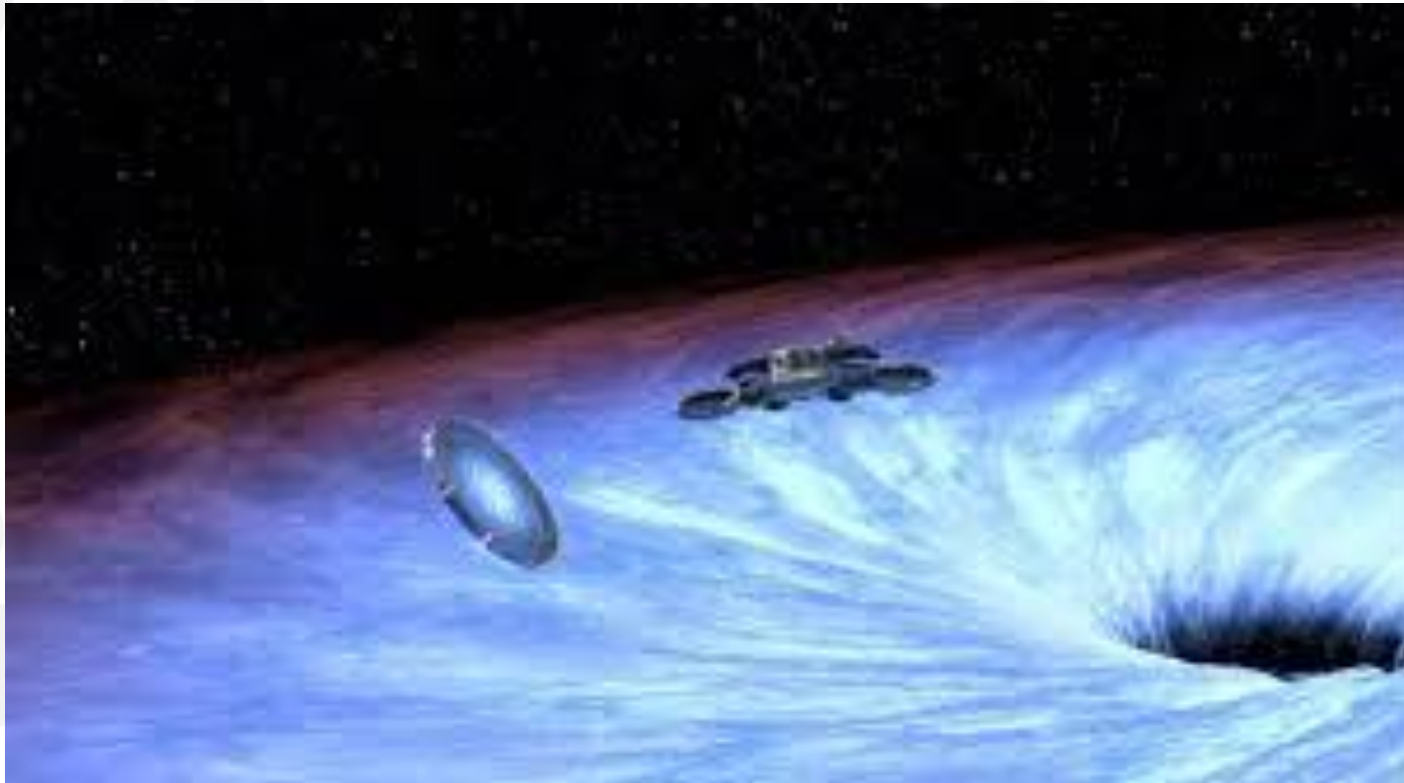
# #5 – Your recruiter keeps the hiring process moving.



# #4 – Keeping Your Search Confidential So Your Boss Doesn't Find Out You are Exploring New Opportunities!



## #3 – Avoids the “Black Hole”



## #2 – Recruiters are involved in about half of all senior-level job changes



**And the number one reason you should use a recruiter...**





## Working with a Recruiter

- **Dig your well before you're thirsty.**
- **Recruit your recruiter.**
- **Don't rely on your recruiter to do your search.**
- **Be honest.**
- **Check in periodically.**
- **Assume the recruiter is correct.**
- **Don't go rogue.**



# Go Bucks!

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