

TIP FROM THE TRENCHES

Why Use an Executive Recruiter

The services of outside professionals are used by prudent companies for legal, accounting and other special needs. Executive recruiters should be viewed in the same light: as skilled specialists who can identify the best candidates to fill important positions within the company.

Recruiters provide strict confidentiality, an extensive network of contacts, objectivity in candidate evaluation, and negotiation experience and expertise.

Recruiters observe strict confidentiality. Organizations with a key opening can be vulnerable. Confidentiality can keep competitors from being tipped off to management shake-ups, new product and market initiatives, and can protect against employee and supplier apprehension. Recruiters value the sensitive information they become aware of during the search process and respect their client's vulnerability.

Recruiters can tap into a global network of contacts. Most often, the best candidates are already employed, and many of them will deal only with a recruiter. They appreciate the worth of third-party representation, confidentiality and professional mediation. Recruiting superior candidates can be a complex process and is best performed by a professional.

Recruiters are cost effective. The benefit of using a recruiter can be weighed against the cost of preparing and executing an advertisement campaign, screening and qualifying candidates, and operating without a needed employee for an extended length of time, compared to the relative insurance of getting the right person for the job. The use of recruiters is an investment in improving the quality of an organization's staff. But even beyond that, the risk in not using recruiters can be great. For smaller companies, where one hiring mistake can have disastrous results, using recruiters is sometimes more important than for very large companies. People are a company's more important assets. They can make or break the fortunes of a business.

Professional recruiters can deliver the right people for today's highly competitive business environment.
