

What Can Candidates Do To Improve Their Prospects of Working with Recruiters

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What can candidates do to improve their prospects of working with recruiters?

If you're in a specialist area, knowing the consultants who specialize in your sector and your locality isn't a bad idea. Get to know them by bumping into them [at meetings]. It's helpful if you have a few friends in the business, so keep an open door with search firms. This won't get you jobs, but it might get you exposure.

Know the right ways to contact recruiters, and do it quickly and efficiently. They'll appreciate that. Don't insist on a meeting. Recruiters aren't paid to talk to you. You can send a personal e-mail if you get their address, but you must remember that recruiters receive hundreds of e-mails, and differentiating yourself is probably the [best way to stand out]. Being referred by someone else can raise your visibility quickly and efficiently.

Register with the search firm of choice database, and also the ones the search firm recommends or belongs to. We list searches that are currently in process at member firms, so you can indicate any interest you have in those.

If you're of interest to a firm, it will call you, but don't be disappointed if you don't hear back. Candidates become unhappy when they don't receive attention from search firms, but this gets back to that same issue—we aren't employment agencies.