

## **Recruitment – The World of (in some cases!)**

It is common within the recruitment industry for consultants to be targeted for the number of candidates that they send out CVs for, the number of interviews arranged, the minimum number of interviews arranged, and also the number of visits they make to prospective, new or existing clients.

And the list goes on; in a 12 year recruitment career I have heard of everything being targeted, from the number of telephone calls to be made each day (to anyone, forget the relevance), to the number of candidates registered on the database (whether they will ever get an interview anywhere never being considered), to the number of recommendations candidates can make, etc, etc.

Where is the quality in that? How does that save anyone time and ultimately money?

However, above all that, probably the worst mistake a recruitment consultant can make is to either send a job seeker to an interview with what can be at best described as an inaccurate description of the vacancy – usually effectively dressing up the role to match the expectations of the candidate to such a degree that it sounds so much better than it really is.

Also, it has not been unknown for consultants to over-exaggerate a candidate's background and abilities get the recruiter to agree to a meeting.

This 'bad practice' is followed by the recruitment consultant sending an overly large volume of CVs to the recruiting company – if they wanted to manage the process of sifting through dozens of CV's, and job seekers to see, then they would have placed an ad themselves!

Using a professional recruitment agency / consultant to fill your vacancy / find that job, should mean 2-3 candidates are sufficient for the employer to compare against without taking up hours and hours of their time, and also that the candidate does not have the odds stacked against them, like in some cases having a 1 in 10 chance of getting the job!

Long -term relationships with both client and candidate are what a good agency seeks to develop. We do not claim to work with every recruiter in the East Midlands, and we operate a strict policy of NOT approaching candidates within client companies. What we pride ourselves on is repeat business from clients that have confidence in us, and also candidates that we place who have the confidence in us to refer other job seekers to us, and in time become responsible for recruitment themselves.

Ask a good recruitment consultant any question about how they operate. If they answer all your questions satisfactorily, have nothing to hide, are effectively proud of how they operate, and they don't sound like the response is scripted, they could be the one for you, whether you are looking to employ someone, or seeking your next career move.