

## How to Find the Right Recruiter for Your Career: How assessing your recruitment consultant can prove the difference in finding your perfect role



Tara Ross, Principal Consultant - Interim for the Industrial Practice at **Langley Search & Interim** draws on her specialist recruitment experience to reveal why **vetting your recruiter** is one of the most important stages in **securing your ideal role** and how to find **the right recruiter for you** and your career.

### How do you know your recruiter is the right one for you?

As recruitment consultants specialising in senior level interim and permanent appointments across the end-to-end supply chain, Langley deals with a variety of global clients and skilled candidates every day, and we practise extensive, relevant vetting and competency processes to ensure that we know which opportunities will best fit each candidate.

Most senior executives will be very familiar with being screened by a recruitment consultant – but do you always ensure that you ask questions as well as answer them? How often and to what extent do you actually assess us?

### Find the right recruitment agency:

Do your research on and off-line to find a recruitment agency with credibility, proven success, expansive networks and if possible niche experience in your particular area of expertise. Take time to look through their website and social media presence, read available case studies and get in touch with peers who have previously interacted with these agencies to gather evidence of their abilities first-hand.

When you have your shortlist, aim to engage with no more than four agencies: investing the time to build relationships is critical at this stage and allows your chosen recruiter to accurately understand your capabilities, motivators and desires for a future role.

## Ensure you engage with the right person:

The market is saturated with general recruiters who will be knowledgeable enough in the recruitment process but may not have the specific expertise necessary to guide you to your job or career path. Your recruiter needs to have demonstrable experience of recruiting candidates into roles in your industry, your particular field and at your level of seniority. A recruiter needs to be able to set and deliver your expectations, prepare you for interviews and expertly guide you through every step of your process, which is only made possible through practising regular communication with the extensive network of relevant contacts that they have built up over time.

The market knowledge of an experienced recruitment consultant is extensive and up to date, allowing them to provide you with honest, informed and realistic advice about the challenges and needs of the market and the options open to you with your particular skillset, so always ensure that you spend your valuable time by meeting the right recruiter for your career.



## What makes a great recruiter?

**Integrity** – A great recruiter will take time to understand both their clients and their candidates and will know if the ‘fit’ is right. It is important that your recruiter can articulate accurately what you can bring to the table and be honest about where the areas for possible development lie. A great recruiter will work as a consultant to their clients and their candidates, and will provide a solution to ensure that a match is holistic and does not rely purely on a skillset.

**Drive** – To reach success in any area of life, you have to have a passion for it. If recruiters are not sufficiently motivated to help you in your job search and to help clients to find the right candidate for their organisation, they will not expend their best efforts into their search and they will not produce the best results for the client, the candidate or themselves. Ambitious, motivated recruitment consultants will care deeply about their job and will strive for the best possible results for all involved.

**Knowledge** – An experienced niche recruiter will know and understand ‘what good looks like’ having interviewed hundreds of candidates within their niche area of functional or sector expertise. They will know their market both domestically and internationally, where the market is candidate-short and where skills gaps exist. They can accurately benchmark salaries and day rates and will know the best approach to market.

**Communication Skills** – Above all, regular communication is essential to a successful recruitment process. Patience, persistence and listening skills are vital to building and maintaining the relationships and networks that are integral to individual industries. A recruiter should value you and your time and make every effort to share their knowledge, address your questions or concerns, prepare you for interviews, provide you with prompt feedback and ensure that the process is as smooth and enjoyable as possible for every candidate.

## Questions your recruiter should ask you:

- What are your motivations for changing your role or embarking on a new career? E.g. do you want to add to your skillset, increase your salary, achieve a better work/life balance etc.?
- What goals do you want to achieve?
- What are your expectations of a new role? E.g. remit, salary band, professional development.
- Can you give me an example of a challenge you have come across in a recent role and explain how you solved it and the results you achieved?



Recruiters need to know specifically what you want and why you want it, not only to match you to suitable roles but also to manage your expectations: we want to be sure that you are fully informed about the market and your prospects.

At Langley we conduct Langley 360™ assessments with our competency-based interview tool that tests for skills, knowledge and behaviours of each candidate. By understanding you not just in a professional capacity but also as individual, we can guide you towards roles that will enhance your development, position you with an organisation and team that share your values, advance your career and ultimately change your life for the better.

## Questions to ask your recruiter:

- How is the market? Not the standard job market but specifically, for example the market for Interim Heads of Procurement in Manufacturing sites in the North of England: the likelihood of finding the ideal role, possible compromising factors, current challenges of prospective employers.
- How much experience do you have in recruitment?
- How long have you been recruiting for roles in my function and industry?
- Can you give me an example of a candidate with a similar skillset and background to my own whom you have recently placed?
- What kind of a role would you endeavour to put me in? E.g. type of company, day rate, remit etc.

Don't be afraid to take a proactive approach in your next job search: you need to vet us just as much as we are vetting you. A smooth, successful recruitment process relies on a skilled, experienced recruiter to match up the highest quality candidates with the role that best suits them, and you need to believe that your recruiter can deliver. Do your research, ask questions and investigate everything you need to be sure that you work with a recruiter who is right for you.

For more tips on how to succeed at interviews, grow global professional networks and build your ideal career, [download our free job hunting guide here](#).

For the expert advice of our experienced consultants, [contact us here](#).

## Find your Ideal Role with Langley Search & Interim.



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[Langley Company Page](#)



[info@langleysearch.com](mailto:info@langleysearch.com)



[Langley Profile Page](#)



+44 (0) 333 366 0839



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