

CogSAP'09

● Keys to a successful partnership between Consultants and Recruiters

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Session Summary

- This presentation is an attempt to look into the delicate relationship between a Recruiter and a Consultant in the IT consulting world and to look closely as to who is after whom, consultant or the recruiter
- We shall also see the how the consultant can get the maximum from the recruiter, the right candidate and the perfect recruiter
- The presentation shall highlight the process flow and the challenges in fulfilling the opportunity
- Before we wrap up we will take a look at the trends for the future in this staffing business

What we will cover...

- The relationship and the expectations
- Journey to the client
- Getting the most from a recruiter
- The right recruiter for the right consultant
- Process retold
- Future Trends in Recruiting
- Wrap-up
- References
- Session Takeaways

Is a Relationship with Recruiters important?

- Relationships with recruiters is crucial for career advancement or continuation. When the need arises for you to look for a job, it is critical and important to feel the vibes and reach out to your recruiter before you reach out to your loved ones!!!
- Recruiters who know you, and owe you, will grease the skids to your next offer
- People do business with people they like and have personal relationship with – recruiters are no different. Personal relationships require give and take – mutual support based on trust and respect

Who is on who's radar?

- Job-seeker and recruiter need to be on each other's radar!
- Seize every opportunity to develop a relationship with a consultant or recruiter long before you're involved in a job search. This involves using friends and colleagues to provide entrée to search professionals
- Not all consultants have the luxury of the best talented and ever resourceful recruiters available in-house
- Not all recruiters have positions readily available to them....it is a joint search or multiple joint searches

Take the call

- Networking into the search community takes time and last-minute campaigns are often ineffective; as with other networking, stay in-touch
- Take the recruiter's calls. You never know!. And if a consultant reaches out embrace him
- Many gainfully employed consultants have been surprised to learn that there are better career opportunities elsewhere
- Or they needed one the most when they never expected

Courtesy need to be both ways

- Treat recruiters with professional courtesy; end-running them can sour the relationship. Same holds true for the recruiter, as his or her job depends on these consultants
- Develop reciprocal relationships by helping recruiters source candidates or by sending them business

Consultant Expectations

- Understand that a retained recruiter's first mission is to serve the companies that hire them
- Don't anticipate a response to every solicitation. Unfortunately, many search firms don't have the time to acknowledge every inquiry
- Envision your next career move and communicate it in time to your best friend: The Recruiter
- Periodically update your resume in your current job

The 20 Second magic

- Take time to prepare your résumé so that recruiters find it easy to read and understand your experience and skill set
- Its been said that a recruiter spends approximately 20 seconds scanning a resume
- So you know what!

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Cogent Integrated Business Solutions, Inc. is an SAP focused consulting services company based out of Bingham Farms, Michigan, USA.

CogSAP'09 is a Cogent IBS, Inc. professional development event conducted exclusively for its employees.

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