

# WORKING WITH RECRUITERS



Your recruiter is a trusted professional with in-depth knowledge of your sector. They will work with you throughout the recruitment process to provide market insights, advice and obviously introductions to potential employers. Keeping your recruiter fully informed and providing them with the right information is key so that they, in turn, can find the most suitable role for you. This article outlines some of the ways to optimise the relationship with your recruiter.



## **1** THE ROLE OF YOUR RECRUITER

Your recruiter can be an important resource and ally throughout your job search journey. Be sure to inform your recruiter of your position requirements and targeted job search action plan and keep in touch with them regularly to keep them abreast of your availability and any contact you've had with prospects. Recruiters within the health and wellbeing space are often hired for their listening and communication skills and empathy along with their tenacity and drive to obtain the 'perfect match' and 'right fit' for both the candidates and the clients they work.

## **2** MEET WITH YOUR RECRUITER

Wherever possible, meet with your recruiter - in person or even via a video call. This can be a lot more personal than a telephone screening call and it will better enable your recruiter to provide you with market insights, feedback on your resume and they can even work with you on a detailed and thorough action plan to pursue prospective opportunities. Your resume will tell your recruiter a story about your qualifications and career trajectory but there's no substitute for personal interaction to highlight your communication and interpersonal skills and give them greater insight into you. More personal meetings also assist in cementing rapport with your recruiter, who is of course a key stakeholder in your job seeking process. The recruitment process can sometimes be a long one (even moreso with senior roles) so it is best to establish a productive relationship early!

**Making a difference to the people making a difference**

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## **3** INFORM YOUR RECRUITER OF THE ORGANISATIONS YOU WOULD LIKE TO WORK WITH

Your recruiter will most likely have established partnerships with key decision makers and hiring managers within organisations you are interested in. Your recruiter should be able to put those relationships to good use, with the aim of ensuring your CV is put in front of the right hiring managers. A good recruiter will ask you questions around key requirements such as your locations of interest, salary expectations, the client base you wish to work for, your main motivators, the values you stand for and more. They may have an array of clients within their network who they serve and may be privy to opportunities and contracts that are not necessarily advertised so it is important to be transparent and to give them as much information as possible.

## **4** NURTURE THE RELATIONSHIP

Investing in building and maintaining a good relationship with your recruiter will pay dividends in the short and long term. They are here to help you, so the more you view them as a key partner in your career progression, the more they'll be able to help you meet your aspirations.

The team at Curamoir Healthcare Recruitment are always here to assist with any aspect of your job search. Just drop us an email or give us a call to discuss how we can help.

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