

## **GET OUT OF YOUR RECRUITER'S WAY!**

Recruiters aren't just sourcing for *any* candidate. They are scouring their network searching for the highest quality active and passive job seekers in order to develop a talent pool for *your* unique job opening.

This process includes weeks of intense searching through hundreds of candidate resumes and profiles, communicating through countless emails and phone calls, and conducting extensive first interviews. A good recruiter wants the candidates they recommend to be as strong in person as they are on paper.

To help maximize your recruiter's efforts (and increase your chances of hiring the right candidate for the job) avoid these common mistakes employers make during the recruitment process:

### **Ignoring the candidates your recruiter recommends**

The sourcing process can be long and arduous, which is why you hired a recruiter! When a recruiter sends you a potential hire, it's because his or her skills and experience align with your job spec. Trust your recruiter. Take a look at the candidate. Otherwise you're slowing down the hiring process you hired her to expedite!

### **Low-balling the talent**

Every employer wants to get the best candidate at the best price. However, top candidates with extensive experience and innovative ideas will not accept an offer that is suitable for a young, minimally experienced professional. Your recruiter should be an expert when it comes to market value for this role and your industry. Take her recommendation or you will [lose out on a great hire for over a few dollars.](#)

### **Unnecessarily dragging-out the interview process**

If your job description (including detailed deliverables and expectations, necessary experience, and company culture) a candidate's fit should be evident quickly. Avoid forcing candidates to go through more than three rounds of interviews. Remember, you paid a recruiter to do most of the legwork for you up front!

### **Inviting too many cooks into the kitchen**

There should be a core group of two to three key stakeholders making the final hiring decision. Typically, these are the hiring manager and any relevant leaders.

## **Don't stalk the recruiter**

Your recruiter is diligently working for you. Constantly pinging him or her with emails or calls to check-in slows the process. Determine deadlines, expectations, and a communication strategy at the onset of your partnership... then respect those deadlines—giving your recruiter space to work his or her magic.

Remember, you hired a recruiter for a reason—expertise, access to (not-always-easy-to-find) top candidates and clients, and a proven track record for filling searches. You can make your recruiter's job easier by allowing space for their best work to be done. Come alongside your recruiter to help ensure the best candidate is found, but don't become an obstacle at every turn.