



How Can a Recruiter Help you



Five Types of Recruiters

5 Types of Recruiters



Internal, In-house or Corporate Recruiter

- The most common type of recruiter
- They are full-time employees for the company and source other full-time employees.
- Other companies use contractors to work as recruiters to avoid paying an outside agency's fees.
- *Examples: Large companies like Google, Amazon, U.S. Army, Bank of America, and Walmart.*

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Contingency Recruiter

- Performs a full-time employee search on a contingency (paid only if they find a candidate) basis for a client company
- The recruiter performs the initial recruiting, screening and interviewing and arranging additional interviews with the candidates for the client/company.
- The company pays either a flat fee or a percentage of the first year's salary usually 15-35% depending on the difficulty. Job seekers do not have to pay a fee.
- *Examples: Robert Half*

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Retained Recruiter

- Different from contingency recruiting mostly because the client company pays a retaining fee up front to have that company perform a search.
- A portion of the search fee is paid up front and the remainder is due upon a successful hire.
- This is more typical for higher level positions.
- Such firms may also call themselves executive search firms to distinguish the kinds of talent they acquire.
- Both contingent and retained search companies are also commonly called “headhunters”, a term many recruiters don’t like.
- *Examples: Korn Ferry*

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Outplacement Recruiter

- Provides job seeking assistance, such as interviewing assistance and career counseling to downsized/displaced/rifed employees.
- Often the employer will hire an outplacement company to help their recently downsized workforce find jobs as a matter of goodwill.
- Several of these companies are divisions of larger staffing agencies.
- *Examples: Right Management (Manpower), Lee Hecht Harrison (Adecco), Challenger, Gray & Christmas*

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Staffing Agency (Temp/Contract)

- Hires temporary employees for a client's company.
- The individual is employed by the staffing agency that pays all the wages, employer taxes, medical insurance, and benefits.
- The client company pays an hourly rate for the contract/temp employee which is higher than the employee cost – that's to pay the company's costs and provide a profit.

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Staffing Agency (Temp/Contract)

- Many of these agencies offer contingency services, too (referenced earlier). Advertise these jobs as ‘Direct Hire’ or ‘Contract to Hire’ to indicate they are different than regular staffing positions.
- Staffing agencies evaluate your previous work experience and can even help get your application materials into top shape. They handle much of the legwork and connect you to hiring managers you may not have access to otherwise.
- Examples: Adecco, Aerotek

Reaching Out to a Recruiter



How to Reach Out to a Company Recruiter

- Recruiters hear from candidates all the time. “I’m perfect for the job.”
- Open up a dialogue around a company and what they look for in a candidate.
- You can reach out to some of them via LinkedIn. I would like to hear about what it takes to get hired at this company.
- It’s always better to be introduced to a recruiter at a company. Do you know anyone in your network?

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- Even better – connect to someone who works at the company first. What do you think it takes to get hired there?
- They may in turn be willing to introduce you to a recruiter.
- Recruiters often use the paid LinkedIn – if they see you know several people within the organization, they are far more likely to take time to connect with you.