

How to get the most out of your Recruitment Consultancy!!

As today's recruitment market becomes more candidate driven, the hunt for top talent often necessitates using a recruitment consultancy.

Professional recruitment consultancies have a lot to offer including access to a large network of candidates and extensive market knowledge. Thereby, leaving you time to concentrate on the demands of your role.

With all the benefits of working with a recruitment consultancy the process should be a positive and mutually beneficial one. This document is designed to offer guidance on developing successful and sustainable working relationships.

How to get off to a Flying Start

It is essential that we know what we are working on. To start you should write down your requirements. Emphasise what you need including skills, qualifications, experience and personality (for more information on this please see our How to Write the Perfect Job Description brochure).

Writing a detailed account of what you are looking for is not only a great help to us but also gives you the opportunity of really considering what you want.

More often than not it will be necessary for you to take a small amount of time to either meet or speak with your consultant in order for us to fully understand what is required. This is invaluable; your consultant will then understand your culture, team and required personality fit.

Having a poor understanding of what you are looking for is one of the major problems facing recruitment consultancies and it is not going to lead to the most positive conclusion.

Avoid teething problems

Ensure that before approaching your consultancy you know your budget and have finalised sign off. In our experience one of the main reasons why the recruitment process takes extra time is that there is no clarity with regards to budget, this can also lead to top talent being lost.

Ensure that you take time out to set realistic timescales with your consultant. Often your consultant will be able to advise you on whether the process can be handled quickly or if due to the nature of what you are looking for the search may take longer.



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For more information see www.gimr.co.uk or call a consultant on 020 8877 3907

Communication

Ensure that at the start of the process clear lines of communication are established. One of the most important requirements of maintaining an excellent relationship with your recruitment consultancy is that you keep in contact with your consultant.

Throughout the process your consultant needs to keep great candidates interested, most of these candidates will be looking at several positions simultaneously.

As a consultancy we want you to feed back developments as and when they happen and keep us up-to-date – this is important so that we can pass this information on to the candidates.

Regular contact is the most important aspect of the recruitment process!

GIM

At GIM our primary business objective is to offer a differentiated recruitment experience, taking an honest and highly professional approach in order to build strong and sustainable relationships.

GIM offer a complete range of contingency and retained sourcing solutions, designed individually to meet the needs of our client base.

Our consultants are here to make the recruitment process as easy and stress free as possible.

We are happy to offer advice on salary/how likely you are to find what you are looking for and if those perfect candidates are interviewing elsewhere.

A successful recruitment process means working together, so let's start building strong and successful relationships today.



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