

10 Reasons clients should pay a full fee

- 1) **Representation.** Do you realize the agency you choose will use your name (if the search is not confidential), speak as your agent, and that the market's perception of your company depends on the competence of your recruiter? Compare the knowledge and experience of the recruiter. ABC RECRUITING COMPANY's team of recruiters work in the _____ industry every day and understand the marketplace.
- 2) **Complete job description development.** Ask to see their job order form. Ask yourself how long the recruiter with the lower fee took to assess your needs. (Jobs, like the people that do them, are complex.)
- 3) **Role-playing.** Pretend you are the candidate that the recruiter is going to speak to on your behalf and ask the recruiter to "role-play" the call. How do they sound? Are you impressed? Then call us and ask us to do the same.
- 4) **Reference Materials.** What reference materials do they have "in house"? Small agencies are more budget conscious (because they have lower margins, because they charge lower fees) and usually cannot afford to buy or maintain resource guides.
- 5) **Qualification of candidate interest.** Ask your recruiter about his or her process regarding measuring candidate interest. (Remember: agencies that charge less can sometimes find the people, but getting them to commit to your opportunity is the real test of a search firm's excellence.)
- 6) **Comprehensive interviewing.** Ask your recruiter about his interviewing technique and process. What does he really know about the candidate?
- 7) **Reference Check.** Agencies that charge well below the industry standard conduct reference checks which usually over-emphasize positives because they need to generate volume to overcome their low margins. ABC RECRUITING COMPANY's reference checks are designed to find the negatives as well as the positives.
- 8) **Verbal Presentations.** Does your recruiter inundate you with resumes of people you don't know? ABC RECRUITING COMPANY presents all candidates that meet your criteria, and you decide what candidates, if any, you wish to interview. Agencies that charge lower fees are often "mass mailing" the resumes of candidates without their knowledge. (Candidates often tell us they never even contacted these agencies and had no idea their resume was being circulated.) ABC RECRUITING COMPANY will always qualify the candidate before sending their resume to you for consideration.
- 9) **Follow up Skills.** Ask your recruiter about their follow up process. What feedback are you getting about the interviews you conduct? Do you have a thorough knowledge of what the

candidate's concerns are? How are you and your company being perceived? Is there any depth to the questions your recruiter asks you about the candidates they present?

10) **The "Human" Factors.** Ask your recruiter how they handle the following CRITICAL elements of the placement process:

- a) Fear of change
- b) Spousal concerns, personal problems, relocations, etc.
- c) Salary and benefits negotiation
- d) Handling the counteroffer