

Recruiting Agencies – a Boon to HR Job Seekers



In this helpful [podcast](#), Pam Finnell answers questions for HR BrainBank cofounder Brenda Perkins. The topic is HR professionals who are looking for work. Whether you have been laid off or just need to give your career a boost by finding a better job, this interview will open your eyes to new possibilities.

After addressing current job market trends, Pam discusses how to create a resume that presents your skills and experience effectively. She specifies how to format a document that can be scanned at a glance and that will appeal to recruiters. Pam also addresses ways to optimize your resume and social networking profiles with keywords that will show up in search results. That way, employers who are looking online will be more likely to find you.

Why You Should Partner With a Recruiter

Competition for job openings is fierce. On the flip side, employers are in competition with each other to hire talented individuals. Recruiting firms serve corporate clients by sifting through potential candidates to find highly qualified professionals. Many of the best opportunities are never posted online or advertised in the papers. These positions are filled with the help of a third party recruiter who knows precisely what the client wants.

How do you gain access to these jobs? First, Pam recommends that you locate a recruiter who specializes in your field. For example, as an HR professional you wouldn't want to seek assistance from someone who concentrates on working with financial executives.

Once you have found an agent who is the right fit, ask questions about the process. Your rep won't have any problem explaining how things work. That way, you can get some

idea of your odds for landing a job. A good recruiting firm will want to help you make yourself as marketable as possible. Don't be afraid to request help with your resume and advice on handling tough interview questions.

Pam clarifies a common misconception job seekers have about employment agencies - they don't work for you. Instead, their responsibility is to the employer they are recruiting for. This isn't a bad thing. On the contrary, it means you won't have to pay a dime for the services you receive.

Since each recruiter may interview over 100 people per week, you will need to take responsibility for following up on a regular basis. Ask your recruiter how often you should call to touch base. Remember to let the recruiting firm know if you land a new job. They will still keep you in mind if a really good opportunity comes up; but they can move you out of their "actively searching" files.

The whole [HRBuzz](#) podcast features lots of tips for finding a job in addition to enlisting the help of a recruiter and Pam also gives detailed advice on how to interview successfully.

The author, Brenda Perkins, CEBS is Co-founder of HRBrainBank.com, a website devoted to [human resources management practices](#). Brenda's expertise comes from creating and building three unique businesses, all of which serve the human resources profession. The unique blend of her experiences and talents allows her to see problems and solutions that are often not clear to the individuals she works with. Brenda has co-authored four books: Employee Communications 101; How to Produce Benefit Statements (such as [employee benefit statements](#)) Outsource Guide (to help you select the best vendor for [communications and employees](#)); and 9 Critical Elements to Guarantee Your Boss' Approval. She has also co-produced several healthcare education videos with an emphasis on [hsa news](#).