

An aerial, black and white photograph of a dense city skyline, likely New York City, with many skyscrapers and a prominent street running through the center. The image is partially obscured by a green bar at the bottom.

5 Things to Consider When Selecting a Recruiting Agency Partner

JUSTIN DIXON

FOUNDER, CEO & LEAD RECRUITER - HIRE TOMORROW

Specialist vs Generalist

Depending on your company and the types of positions you call out to agencies will depend on if you want to work with a firm that has a generalist focus, filling many different types of positions or a specialist firm that is laser focused on one or two types of skillsets.

Sourcing Method

This simply means asking them HOW they are going to find you the right talent for your current job opening. Make sure they are not relying on the "Post and Pray" method and that they are actually sourcing passive candidates.

Types of Clients They Work With

This is important to understand if they are working with similar clients to you because if they are that could be a positive, or a negative. Positive - because they will know your competitors. Negative - because they may have non-solicitation agreements with your target companies, limiting their ability to source passive talent.

How Will I Measure Success?

Common Metrics to Evaluate Recruiting Agency Partners:

Time to Fill - Days it takes from the start of the search until the candidate starts.

Time to Offer - Days from start of the search to an offer is accepted

Submission to Interview - Ratio of total candidates submitted to those that get interviews.

WHO is Working on My Openings?

Very Important to know *Who* from the recruiting agency is actually working on your position. This person may be different than the person that you initially spoke with about the position. A lot of agencies have someone that is the "Account Manager" and they have recruiters working on the openings. I'm not saying this is bad, you just want to meet the person working on your position so they understand exactly what you are looking for.

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www.HireTomorrow.com