



## More information about recruiters

Accompanies 'Getting noticed by recruiters 1: Introduction' video.

### What is a recruiter?

Recruiters find candidates who are suitable for a job vacancy. The difference between a recruiter and a hiring manager is that the recruiter works to find appropriate candidates for a role whilst a hiring manager evaluated and selects the candidates for the role.

### Recruiters can be:

- Internal – works within the company or organisation that's hiring for the role.
- External – works solo or for a recruitment agency (sometimes external recruiters are referred to as headhunters).

Recruiters work with the employer and the prospective employee throughout the hiring process. They might be involved in writing the job advert and they might screen candidates before the application stage. Recruiters are likely to have specialist knowledge, either of the sector, of the organisation that's hiring or of particular job levels (for example some recruiters might be specialists in director/CEO-recruitment). Recruiters are paid by the employer. The amount is traditionally 15-20% of a candidate's first annual salary. This is paid by the employer, not taken from the candidate's paycheque.

There are a number of reasons organisations use recruiters:

- Saves company time and resources.
- Helps to find candidates that fit employer working environment/culture.
- Reduce turnover costs (and save associated additional recruitment costs) as recruiters aim to find the right fit for the role and as a result they're less likely to leave the role early.
- Recruiters provide specialist expertise for sector.
- Recruiters have an awareness of salary benchmarking and can act as an intermediate in any salary negotiation.
- Recruiters can advertise roles through own sites and networks.
- Recruiters may carry out a pre-application screening, saving the employer's time and resources.





- Recruitment agencies can often provide interim professionals or even 'contract-to-hire' staffing- staff that join the organisation on a temporary contract but who might then end up being taken on in a permanent position.

