



## **Why Share Your Resume with a Recruiter?**

If you are in the market for a new position, is there any advantage to letting a recruiter know of your interest or would you get better response if you posted your resume on job boards and social media sites? Can a recruiter who basically works from the company's perspective be worth your time and helpful in your job search?

First of all, using a good recruiter is free for the candidate and if your goal is to get hired as soon as possible, using every effort at your disposal would seem to be a logical game plan. Secondly, if you choose a recruiter who specializes in your field, you are in effect connecting with every potential position in every client company that recruiter represents. They will also have access to unpublished positions with those clients. Current market data suggests that as much as 48% of candidates hired are hired for positions that have never been posted anywhere. Often that is because someone (like a recruiter) knows about your skills and preferences and in conversation with a hiring authority uncovers a match for an anticipated or confidential opening. Being on file with a recruiter is one of the few ways you can get access to positions like those.

Remember that the goal of any good recruiter is to match the right candidate with the right position because then and only then the recruiter gets paid. So you can count on a recruiter to help prepare you for your interview and all aspects of the hiring process. You can use a recruiter as a sounding board on the assets and liabilities of any position as well as to help you think through its applicability for your career.

Have you ever heard a horror story about a manager finding one of his employees' resumes on a job board and ultimately firing him? Once you post a resume, it seems to take on a life of its own. It may continue to appear on other job sites even after you've removed it. If privacy in your career growth plans is important to you, a recruiter is a good choice. A good rule of thumb is the length of time a recruiter has been in business. Over 10 years for example probably indicates that they have taken the privacy of their candidates seriously because not honoring that confidentiality would have closed them down before that length of time.

Certainly a serious job search on the part of a candidate can and should entail more than just sharing your resume with a recruiter but definitely making a good industry-based recruiter aware of your interest in a change is well worth the effort. Additional information like geographical parameters, salary range and position preferences also provide more information on what a good match for you would look like. And the more the recruiter knows about what you want, the more useful that recruiter will be in your search efforts.