

*Atrium Recruiting is an Executive Recruiting and Search Firm Specializing in Placing Professionals in Healthcare and Medical Positions.*



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## **Developing a Relationship with a Professional Recruiter will Only Benefit You: We Want to Help!**

**By Matt Scanlon of Atrium Recruiting**

Many people, including myself, have had a bad experience with a recruiter. I am here to let you know that the recruiting industry has changed in a positive way. Most professional recruiters have evolved into career coaches that can serve as an excellent source of information and tips for career guidance and industry knowledge. This applies to both candidates and clients. A good recruiter will be a very valuable resource in your job search and with issues related to your career development. The success of your recruiter greatly depends on the relationship built between both of you. If you are considering working with a placement firm, here are some pointers to help you establish this vital relationship and get all that you can from it.

**Build a Relationship.** It will benefit you to invest some time with your recruiter. Get to know them on a personal level. Talk through any questions or concerns you might have about the process. Recruiters get 1000's of resumes. Make yourself stand out by letting them get to know you. Atrium Recruiting spends a minimum of an hour with each candidate to ensure we thoroughly know them before presenting them to our clients. This will benefit you in the long run.

**Honesty is the Best.** For recruiters to truly help your career growth, they need a solid understanding of your qualifications, experience, and compensation. Never lie about your work history, education, salary, etc. Providing incorrect information will usually cost you the job, and hence, waste your time. Be open with your recruiter and disclose any potential problems or hiccups that could potentially inhibit you in the process of choosing that next career move. Some of these issues include housing, family, compensation, relocation issues, etc. For instance, if you have stock options, or your house is underwater, be sure to share this with your recruiter. Candidates tend to slide these issues under the table hoping they will fix themselves. A good recruiter can help you handle negative information in a way that will not kill your career options.

In addition, make sure you disclose any additional opportunities you are interviewing for, including the company names and what stage in the process you are in. Let the recruiter know if you have already applied to the company. Do not try to go around the recruiter to try to get into the company on your own. Presenting your resume to the same employer as the recruiter does within a six month period reflects poorly on the candidate. The employer will not interview you.

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**The Process is Real.** When a recruiter shows interest in you, they have started working for you. Good candidates take their job search as seriously as they take their career. Start doing your homework on such issues as relocation, personal finances, and family. Make sure you understand your finances, including any stocks, base pay, bonus potential, and any additional incentives. 80% of Atrium Recruiting's placements require relocation. Talk to your family. A decision to move needs to come from a mutual agreement and needs to happen before you're presented to a client and not after the offer is presented. I have had numerous candidates who really wanted the job but were forced to decline due to lack of communication with their family.

**Communicate.** Give the recruiter the respect they deserve by staying in constant communication with them. Return your recruiter's calls promptly. Let them know your upcoming schedule. Give them feedback on your interviews, and always keep them abreast of your interest level and other job offers you may be seeking. If you are unhappy with the opportunity please be upfront with the recruiter. Lack of follow up simply wastes time. We understand that not every opportunity is for everyone and are here to help you find your perfect fit.

For 2010, commit to developing a relationship with a recruiter. Doing so will only move you that much closer to your next career move. View recruiters as career coaches dedicated to seeing you reach success. A good recruiter will be a very valuable resource in your job search and with issues related to your career development. The success of your recruiter greatly depends on the relationship built between the both of you. Establish this vital relationship and commit to getting all that you can from it.

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