



What to Expect From a Recruiter and How You Can Become a Recruiter

The Recruiters Role

When you initially apply for a position at a mid to large company, you can expect to be contacted initially via a recruiter. Companies hire recruitment companies in order to free them from having to do the initial screenings and paperwork. Many recruiters will see the applicant through several interviews, drug screenings, and background checks.

Many job applicants underestimate the importance of the recruiter or what some people call a headhunter. Recruiters report back to the company that hired them on various potential job applicants and which ones look the most promising. If you enter into the interview thinking, "this is only the recruiter, I don't have to be professional" you will end up never hearing back. The truth is, you need to make a huge impression on the recruiter, so that they can use the guidelines set for them by the company that hired them in order to find the best matches possible.

Are You Interested in Being a Recruiter?

Recruiters are growing rapidly because employers do not want to handle the hiring practices, they only want to be sent fully screen applicants for final interviews with company representatives. This means that as a recruiter, you will be in touch with company representative and may have to report to them the progress you are making in filling various positions.

Most recruitment positions require previous experience, or you should have a sales background since most recruitment firms offer you a salary plus a commission on actual placement. Therefore, it behooves you to work closely with your clients and customers (the company) in order to fill positions quickly with qualified applicants.

Companies are becoming much more demanding when it comes to what they expect from the recruiting team they hire. If you do not deliver the goods, they have many other firms to choose from.

Preparing for Your Initial Interview

If you are interviewing for a **recruiting job**, you can expect to actually meet with company representatives rather than with a third part representative. You need to be prepared for some tough interview questions. Practice the hardest questions that you normally get stuck on with family and friends. You can expect such questions as:



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- Tell me a little about yourself. This would seem like an easy question, but it stumps a lot of people because they are uncertain if the interviewer is wanting person of professional knowledge. What the interviewer is really asking with this question is why you are the best for the position, they don't care that you have two dogs that are like your children.
 - Tell me a long-range goal your have. Again, the interviewer is not looking for your personal long-term goals, such as family or marriage. Your focus needs to be on the position in which you are applying and where you want to be in say five years within the company you are applying.
 - What do you do when there is a conflict with another employee? This is a tricky one, because you do not want to slam the co-worker by saying, "I went right to my supervisor!" Instead, they are wanting to see if you can handle conflict and work it out on the job. Give an example here.
 - Do you work well with others? What they are asking is are you a team player. You can't just say, "Oh yes, I certainly am..." This is insufficient. Instead, give an example of how you have worked as a team member in the past and what your role was.

When interviewing for recruiting positions, you will be working with a lot of unique individuals, so you can be sure you will get hit with questions that are related to your communication skills, team player, and how you work under stress. By preparing in advance, you will feel much more confident when the questions come your way.

Final Thoughts

Lastly, you can find literally thousands of job postings on Hound.com. In fact, right now there is a free trial to help get you started and on your way to your next dream job! The site is literally your one-stop job site for finding all you job seeking needs.