

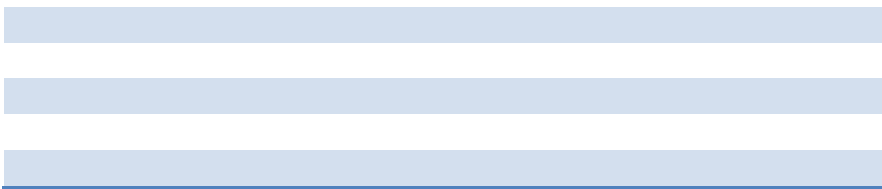


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Shorten your Career Transition

Working with Long-distance Recruiters

A principled and proven approach to maximize your relationship with long-distance recruiters.



Working with Long-distance Recruiters

How to build and maintain a long-distance relationship with a headhunter or recruiter

As of early 2009 relocations have slowed drastically, but they have not ceased all together. Companies are still looking for the best possible candidate and often this means relocating. Having said this, it is still in companies' best interest to exhaust local candidates before opening the search nationally.

If you're considering opening your search outside of your home area, consider the following:

- Your primary means of communication are phone and email, and therefore both should be professional and polished. Your phone communication should be concise, relevant and memorable. Your emails should be proofed and professional.
- Long-distance recruiting relationships typically take much longer to come to fruition, so be patient. Remember, the recruiter's actions are often dictated by the responsiveness of the hiring manager.
- Your relationship with long-distance recruiters can be even more important than local ones as they can and often will help you outside of the initial opportunity - if the first one doesn't work out. Like you, recruiters and headhunters like to maximize relationships. If a recruiter or headhunter works with a great candidate (great is further defined below) who does not receive the offer, then we are more likely to watch for additional opportunities and help where possible to capitalize on the relationship.
- Companies take an increased risk and pay significantly (financially) when they relocate new-hires. With this in mind you have to assume that they are going to take every possible step to ensure they only hire the best candidate. If you have opened your search to include relocation, you should know exactly what value you bring to the table. Too often, candidates assume just because they are willing to relocate that this automatically increases their chances of landing that next great career. Sure, opening your search to include relocation can present *more* opportunities, but it doesn't automatically help your search. In fact, it doesn't help at all if you are just simply looking for work. "Workers" can be found anywhere. However, if you bring specific solutions (skills, talents or niche leadership) to a company, then the opportunities are vast and relocation may a viable option for you.
- As referenced above, a "great" long-distance candidate is defined as someone who responds quickly to emails and phone calls, allows the recruiter to lead the process and remains flexible throughout the relationship. This gives the recruiter the impression that that candidate is genuinely interested in working with him and serious about relocating.



For an in-depth conversation about how to work with headhunters, recruiters and agencies please register for this webinar on at Careerzition.com.