

Executive & Professional Search

JACOBSEN PARTNERS

WORKING WITH A SEARCH FIRM

Understanding the world of recruiting, what to look for and what to expect, is important if you are contemplating a move. Read into this section completely- act deliberately and carefully.

Look Ahead.

The purpose of a first contact is to let people know you exist, to indicate your talents, and to let your recruiter know what sort of position might entice you away from your current job. Working with a recruiter strategically you will need to plan on a six-month runway.

Be Selective.

When confiding your career plans, and sharing your confidential information, be sure that whomever you are dealing with is reputable. Ensure that they have demonstrated the ability to understand your skills and have a working knowledge of what positions are out there- and why some could be good career steps for you, and why some might not be.

Be mindful of placement agencies.

Slamming you into a job to make a quick fee usually won't help your career. Some placement agencies, even the more well known ones, experience "fall offs" of up to 35% in the first year. You should be confident that the firm you are working with is capable of understanding your skills, has the background to understand what positions could be right for you and can help you build your career.

Don't be too quick to send your resume.

Once you've found a search firm that you trust, your objective is for them to keep you in mind for career-building opportunities that they have been engaged to fill. Often placement agencies are just fishing... to find skilled candidates that they can package and market. While, this practice works, you need to know exactly what they will be doing with your resume. A resume that surfaces again and again can raise a red flag in prospective employer's minds. Be deliberate, be selective and don't jump too quickly.

Be upfront with your salary information.

Search firms need to exclude you from jobs that are under your salary level. Employers also expect accurate information. We will help you understand your market value and we will work to get you a fair compensation package. We need to have both candidates and clients be happy.

Be upfront and honest.

Be straightforward with your consultant.

If you have a skeleton in the closet, bring it out early in the game. We know which clients can deal with which issues. A leader in one organization can be a bully in another. More importantly, a good recruiter can put a skeleton in context -- and can do due diligence to really understand cause/effect/future. For us to succeed we need to know the issues at the beginning. Finding something out at the 11th hour can be a last-minute deal-killer.

Be a partner.

Once you find a recruiter you like, one who you think can help you with your career, help him or her out. If a position isn't right for you, try to think of a few names of good people who might be good candidates. Most people appreciate hearing about good career opportunities; your help keeps you in the front of your recruiter's mind.

Lasting relationships underpinned by a thorough understanding of you and your skills are the basis of good career management.

FINANCE, ACCOUNTING, BANKING, CONSULTING & DEALS RECRUITMENT

Jacobsen Partners – Montreal

465 Notre-Dame Street East, Suite 100
Montreal, Quebec
H2Y 1C9

(514) 360-9000
montreal@jacobsenpartners.com

Jacobsen Partners – Toronto

914 Yonge Street, Suite 1211
Toronto, Ontario
M4W 3C8

(416) 922-6006
toronto@jacobsenpartners.com

WWW.JACOBSPARTNERS.COM