BEING A DEVOPS RECRUITER
IN A RECRUITER HATED WORLD

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RECRUITERS OFTEN GET A BAD RAP… AND I GET IT.

The industry is extremely flawed

EMAIL BLASTS

InMail | The Walt Disney Company

Disney Studios

, Sr. Technical Sourcer -
The Walt Disney Company

January 16, 2015, 5:03 PM

Hi Elizabeth,

I came across your profile and I really liked your
you would be open to discussing a principle soft
Disney Studios in Burbank/Glendale . I have atta
me know if you have a quick moment to speak a

Thanks, I look forward to speaking with you.

Talent Acquisition
The Walt Disney Company

1 attachment
Principal Software Engineer.pdf

[Reply] [Not Interested]

InMail | CyberCoders

Quick Android Question

, Senior Lead Recruiter - I am hiring
Experienced Recruiters! at CyberCoders
@cybercoders.com
May 6, 2014, 4:31 PM

Hi Elizabeth,

I hope this message finds you doing well.

I am diligently searching the US for Senior Android Developers, and I wanted
reach out because your profile looks real solid.

My client is a global juggernaut, and needs 6 Senior Level android guys in a
hurry. It is a 12 month gig, located in San Francisco, with an option to be
brought on FTE if the candidate would prefer to go that route. My client can
very high salaries(90-160k) and high bill rates(70-130/hr) depending on
experience.

If you are interested, please send me the most updated copy of your resume to
@cybercoders.com, and the best number you can be
reached at.

I look forward to hearing form you, and appreciate you time.

InMail | IAC

Java Professionals at CityGrid Media in West Hollywood

Principal Talent Acquisition Strategy Consultant at IAC
November 7, 2013, 12:33 PM

Dear Elizabeth,

Good Afternoon,

Based on your LinkedIn Profile, you appear to have many of the skills and
background we're looking for here at CityGrid Media on Sunset Blvd, in West
Hollywood.

We are looking for Java professionals to join our team. To learn more about
CityGrid Media and our open positions, please contact me, at 310-
850-3587 or @citygridmedia.com

I look forward to connecting with you soon.

www.citygrid.com/jobs

310-850-3587
@citygridmedia.com

COMMON COMPLAINTS ABOUT RECRUITERS

- Too salesy – Trying to sell you into going on interviews or accepting job offers
- Playing Buzzword Bingo; no understanding of skill set
- No true understanding of what the client is looking for
- Don't realize job seekers are people too
- Overall lack of respect or empathy

$$$ ON THE MIND

That's not how it should be! And not all recruiters are like that…

What I'd like to address:

- Benefits of working with a recruiter
- How to get the most out of working with a recruiter
- How to attract the kinds of people you want to work with

Full Name

email@clarkson.edu
Mobile: (123) 555-5555

Current Address
123 Grove Street
Potsdam, NY 13699

Permanent Address
123 Maple Street
Buffalo, NY 12345

OBJECTIVE

An employment opportunity in a Computer Science related field.

EDUCATION

Clarkson University – Potsdam, NY   B.S. Computer Science, Mathematics; Minor: Business/Administration
GPA: 3.5 – Dean's List 6 Semesters   May 2010

Newcastle University – Newcastle, NSW, Australia   Study Abroad Exchange Program
GPA: 90 – High Distinction   Completed: July 2009

RELEVANT EXPERIENCE

Eastman Kodak Company – Rochester, NY
Software Development   May 2008 – August 2008
- Led team from many positions in the company in finding and implementing a new bug-tracking solution.
- Investigated current system (Lotus Notes), created requirements for a new tool, conducted meetings and demonstrations of possible solutions, created proposal for recommended course of action, configured and administered the new system (JIRA) after decision was made.
- Created applications for migrating data between systems/databases using C#, XML, and Excel Macros.

Software Quality Assurance   May 2007 – August 2007
- Tested new software releases for the Kodak Picture Kiosk.
- Designed and executed test procedures, reported incidents, and worked with databases and Rational software.
- Organized and led meetings of project leaders, developers and QA team members for each original test procedure. Learned to work independently and in a group setting.

Clarkson Association for Computing Machinery – Potsdam, NY   September 2007 – Present
- Created and administer the Clarkson ACM Website using Dreamweaver and Photoshop.
- Attend seminars by guest speakers in the computing industry.

SKILLS

- Programming Experience – C++, Java, C#, XML, and Web Development.
- Writing Skills – Ability to efficiently produce concise, organized reports, labs and memos.
- Public Speaking – Finalist in Senior High School Public Speaking Competition. Gained confidence and learned to engage audiences with my creative speeches.

EMPLOYMENT

Clarkson Writing Center – Potsdam, NY; Tutor   August 2007 – Present
- Conduct writing conferences with students. Identify weaknesses in organization, development and style. Guide writers in solving the problems.
- Learned valuable interpersonal communication skills by collaborating with students from many fields. Trained in writing and tutoring.

TEAMWORK

- Ski Club   September 2007 – Present
- Intramurals – Captain of Basketball and Softball teams   September 2006 – Present

Recruiters can add more detail than the 15 second resume viewing can…

THE BENEFITS

- Recruiters know what the client needs and can make sure to highlight the right information in your background to increase your chances of getting an interview.

- Help paint a picture for the hiring managers
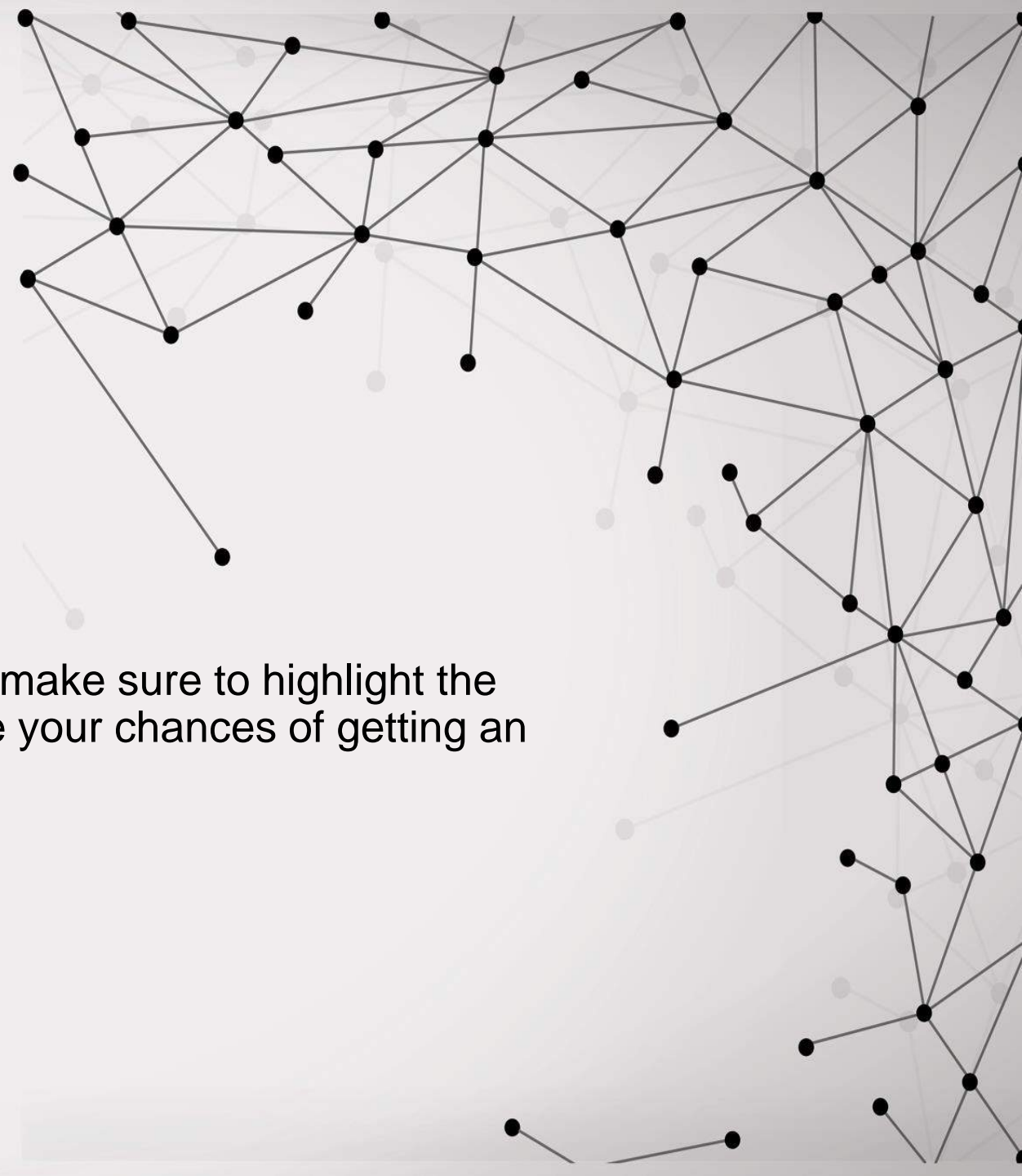
RECRUITERS HAVE A **HUGE** NETWORK

- While you may have a strong network built from the companies you've worked at in the past, recruiters are constantly networking and work with many companies at any given time, therefore building connections and relationships.

- Tell us what you are looking for (as a candidate or hiring manager) and the odds are we know just where to find it!

MARKET KNOWLEDGE

- We are the first to know what skills are hot / in demand
- We can share this information with you so that you can shape your skill set into something hiring managers get excited about
- We know what companies are doing, what technologies they are using, and what they're looking for

INFORMATION PROVIDERS

- Recruiters talk to many people every day and gather a lot of useful information about market and technology trends
- We can provide so much more than job descriptions / company websites
- We tell you more about the company, team, culture, etc.

INFORMATION PROVIDERS (CONT)

- We relay any important information between job seeker and company
- We can use this information to push urgency and create competition so you get the job you want
- You can ask us questions about companies you're interviewing with (even ones you aren't comfortable asking the manager).

PROVIDE EDUCATION

- We can educate you on how to best position yourself to landing that job / or hiring that candidate

- It's tough when you feel like you did well on an interview, but they decide not to move forward OR you love a candidate but they decide not to proceed.

- We can help you find out where things went wrong so it doesn't keep occurring.

PREPARE YOU FOR THE INTERVIEW

- We've likely had candidates already interview at this company so we can use past feedback to prepare you for the interview.

- This way, you know what to expect and can go in focused on what's important.
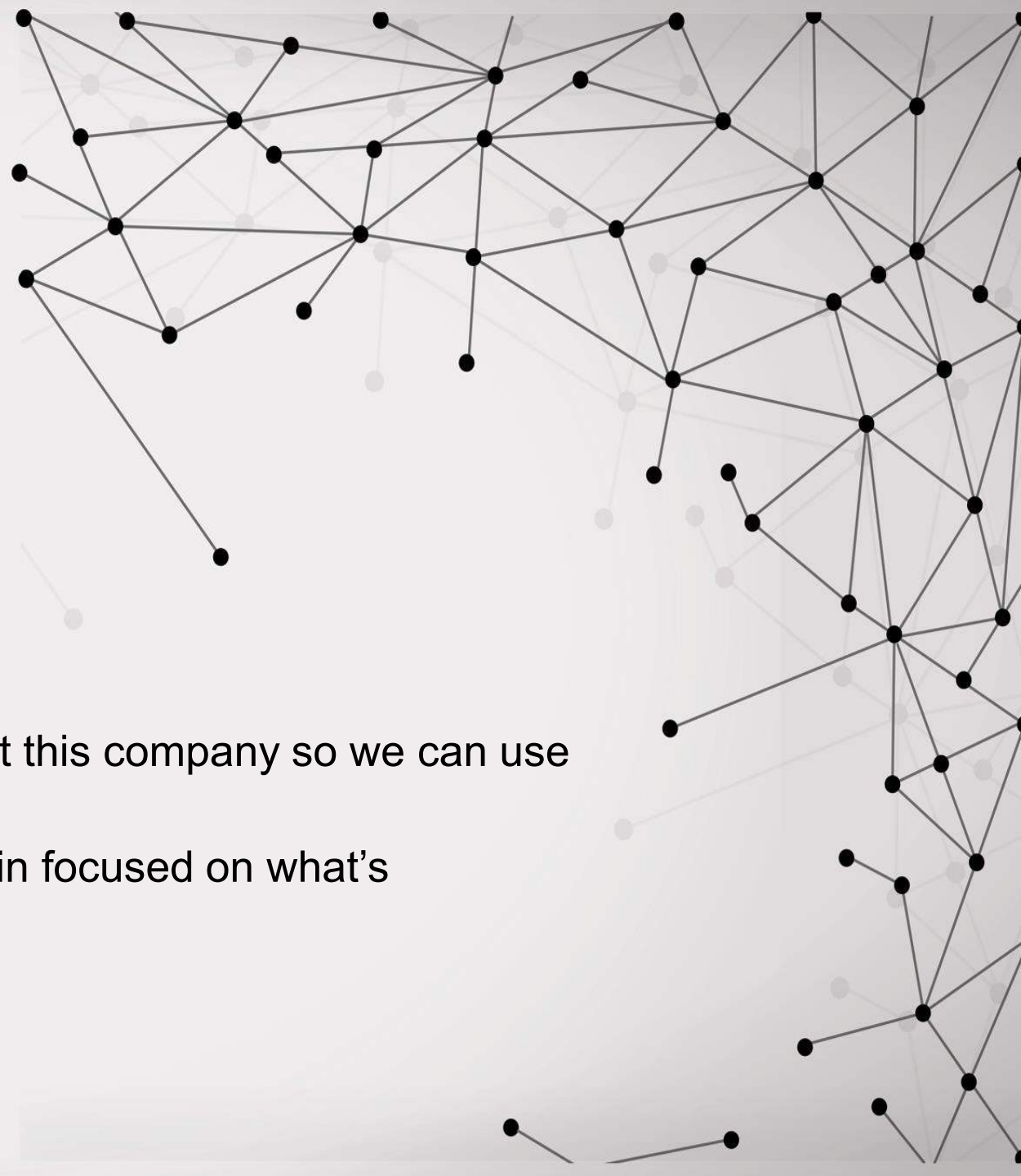
HIGHER OFFERS

- Recruiters do your negotiating for you. We're your advocates to help negotiate the best possible offer within the parameters of the clients' budgets.
- We can also negotiate other areas we know are important to you – e.g. flex hours, remote days, equity, benefits packages, etc.
- On the flip side, we can help you set expectations early on. Not every company has a Silicon Valley budget!

GET THE MOST OUT OF THE RECRUITER RELATIONSHIP
## (JOB SEEKER)

Be honest.

- Tell us your real reason for leaving – We'd hate for you to have that same reason next time around!
- Keep us up to date on your interview activity – These details make you more desirable, make companies move quicker, and result in more competitive offers.
- Let us know what's important to you – Are benefits for your family important? A shorter commute? Flexible hours? Working with big data?
- The more information we have, the more we can do for you!
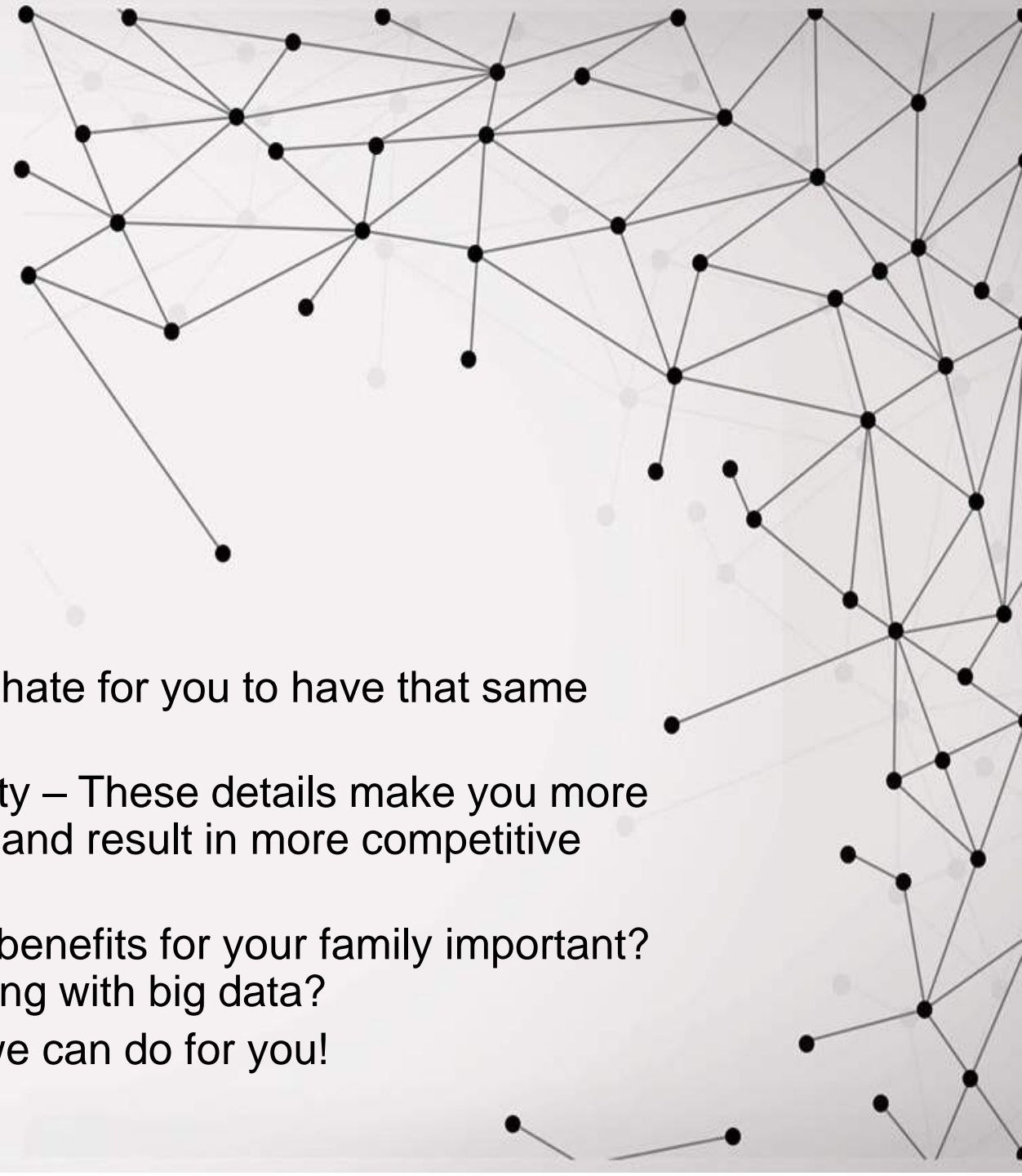
# HOW TO MAKE THE MOST OUT OF A RELATIONSHIP WITH A RECRUITER

(COMPANY)

- Take the time to speak or meet with recruiters
- The more we know about you and your company, the more we can attract candidates for your jobs
- Give us feedback so we can make tweaks to our search strategy
- We work with multiple companies and will most likely put the most effort into clients who partner with us and give us the most feedback so we can be successful.
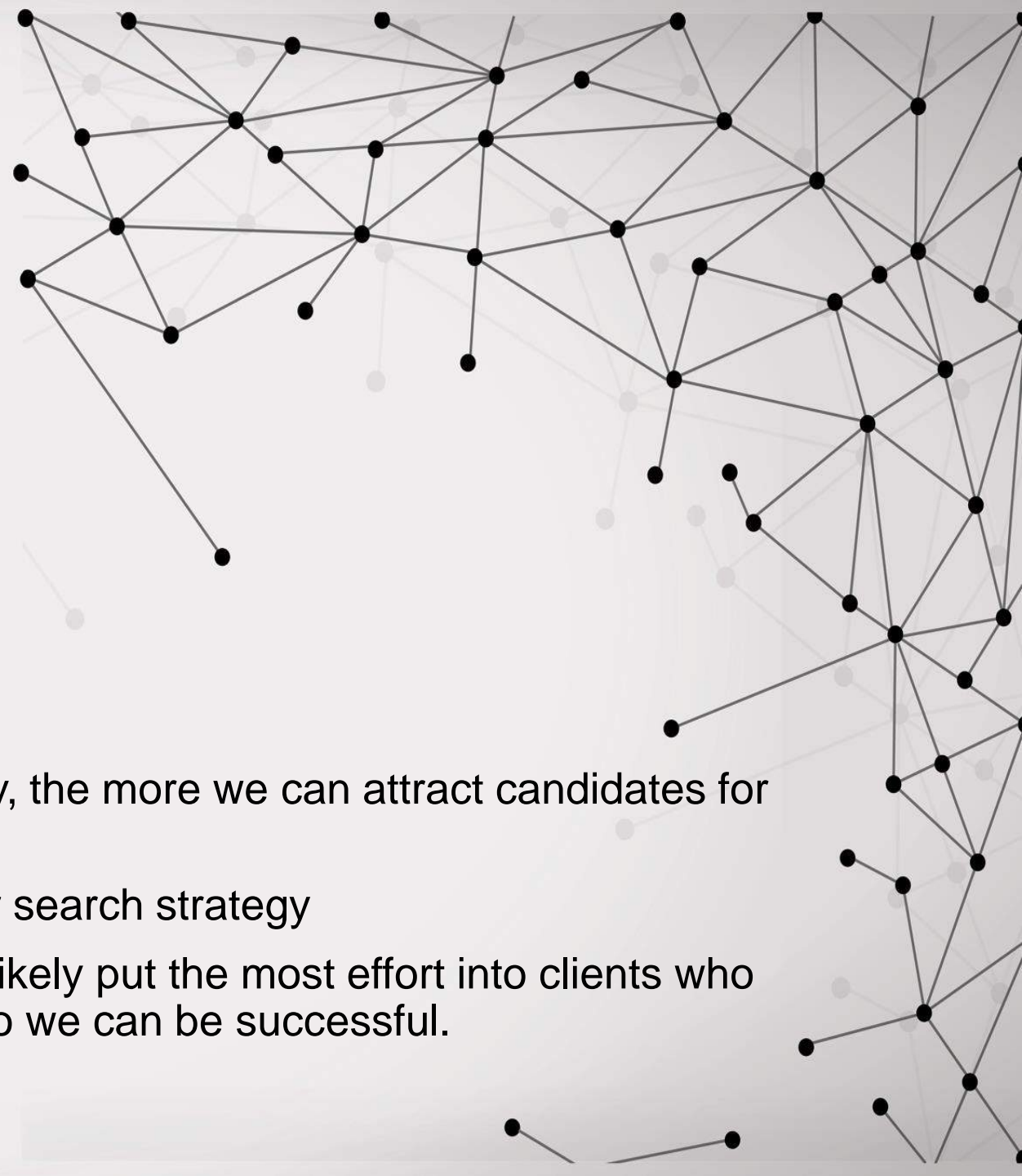
ATTRACT THE CANDIDATE YOU WANT TO WORK WITH

- Talk about the cool projects you get to work on
- Why do you enjoy working there? What brought you in?
- What are some perks that might not be highlighted in a job spec
- Talk about your background. The more they can relate, the easier it is to connect.
- Be honest about the drawbacks. It's all about setting expectations to prevent turnover.

RECAP:

SEARCH   HIRE
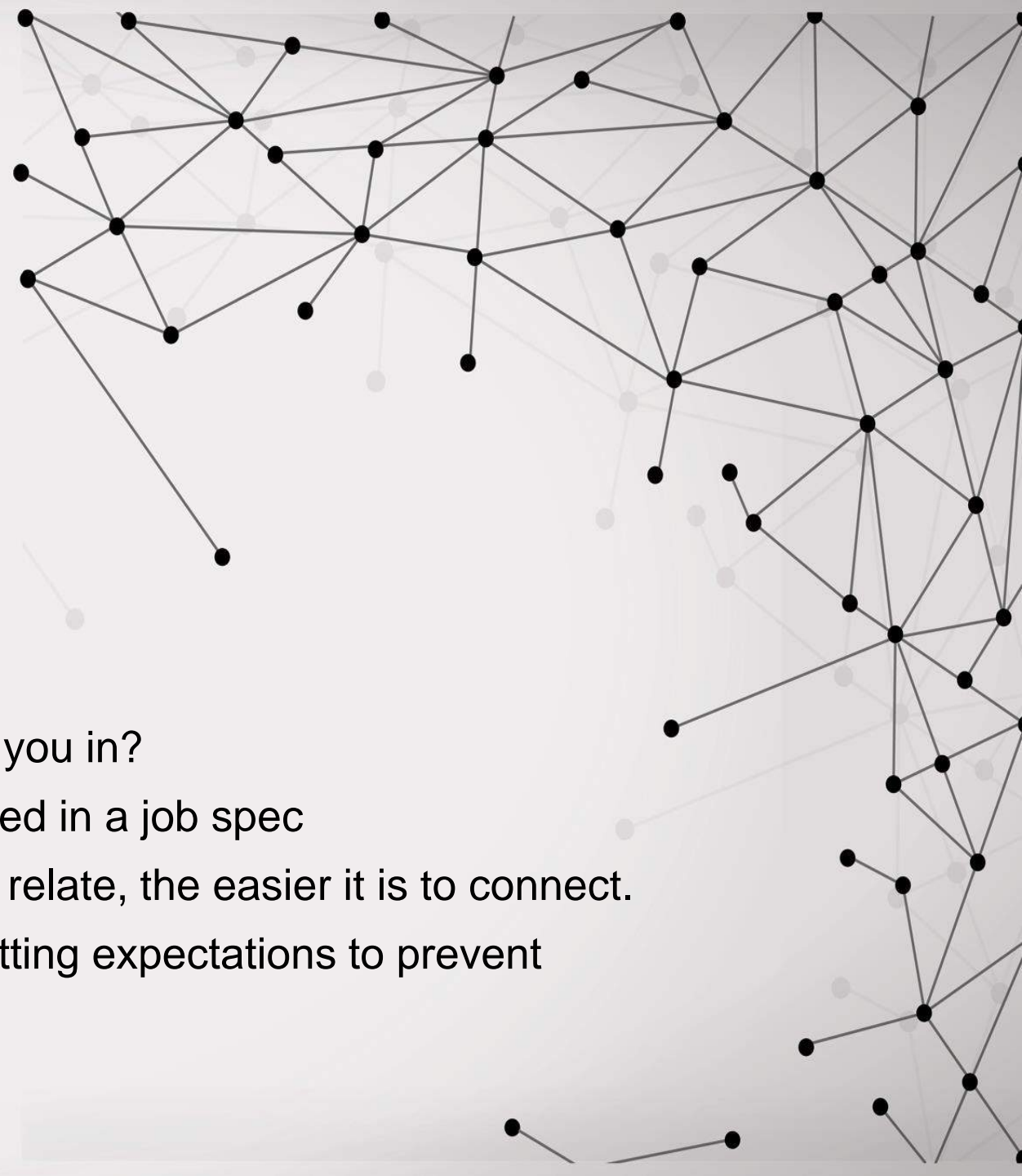
A● ――――――――――――――――――――――――――――――――――――――― B●

A. Starting a job search / Looking to hire

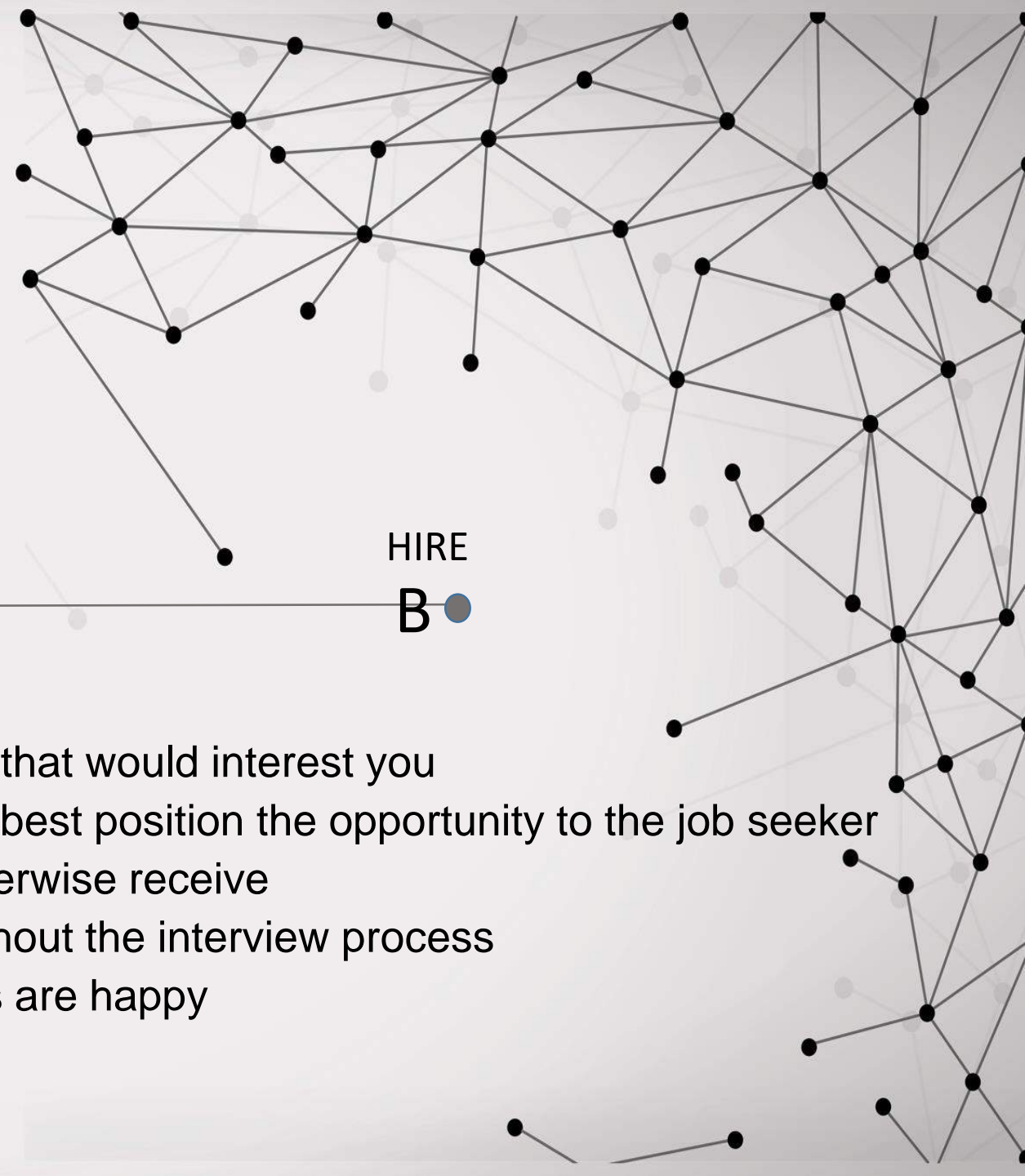   A1. We connect you with people / companies that would interest you

    A2. We position you best for the opportunity / best position the opportunity to the job seeker

    A3. We provide information you might not otherwise receive

    A4. We help prepare and educate you throughout the interview process

    A5. We do the negotiating so that both parties are happy

B. Finding you a new job / new employee!

ELIZABETH MINTZIAS

Executive Recruiter at FILD Inc.

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