

Before You Sign on with a Recruiter

Recruiters can be useful allies, but you need to remember they're not on "your team." Here are a few questions to ask before you sign on with them.

Be aware of answers at either extreme (either too positive or too negative). Remember, the "right" answer isn't necessarily telling you what you want to hear. You want them to be accurate and honest, not overly optimistic and false.

- *What companies do you represent? What roles are you currently trying to fill?*
- *My ideal company is XYZ, and my ideal position is ABC. Have you placed people in this role before? Have you placed people at the company?*
- *How are you compensated?*
- *What if the position isn't a fit? How long do I have to stay so you keep your commission?*
- *If I sign on to work with you, can I still explore other opportunities on my own and/or with another recruiter?*
- *If I have an offer but I haven't decided on it, will you continue to send leads to me?*
- *I see you advertised XYZ position. Is that still available?*
- *How will you help me prepare for my interviews?*
- *What weaknesses or areas of concern do you see in my resume?*
- *If you have an unexplained gap in your work history, or some other "weirdness" in your resume: I'm concerned about how to present [Situation X]. How would you explain that to the hiring manager?*
- *When I receive an offer, will you help me negotiate a compensation package?*