



TYGES®

Connectivity Business Unit
Executive and Professional Search Firm

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LATEST NEWS FROM TYGES INTERNATIONAL-
CONNECTIVITY BUSINESS UNIT

How to Get Along With Your Recruiter

By: Jonathan Bogush- Director of Connectivity

In last month's TYGES Connectivity Newsletter, we came up with five questions every Hiring Manager should ask themselves before working with a Recruiter to make a hire for their organization. As it turned out, most of the questions we came up with were in regards to timing (do you actually have the time and focus to commit to filling the role?) and access to information (can you provide the recruiter access to the critical information that surrounds the role?). In order to make a successful hire, a Hiring Manager must have the time and focus to see candidates through the interview process and be able to provide the Recruiter access to critical information in order to sell the company and the position.

For this month's newsletter, we wanted to identify a few simple ground rules to follow if you are an individual looking to work with a Recruiter. Obviously, not all Recruiters and recruiting firms are as established as others and, thereby, may not have as much structure to the processes they use. However, making sure the recruiter you are working with covers these issues will be essential in order to build a great relationship. The ground rules to follow include:

1. **The "I will call you" rule.** If you are an individual who is without a job and actively seeking employment, there can be a tendency to get a little desperate or anxious. Naturally, being in "job limbo" is a nerve-racking place and most Recruiters you will work with understand what you are going through. However, you want to make sure you establish a communication timeline with the Recruiter you work with. Many times, when we at TYGES work with individuals who are without a job, there is a tendency for the individual to over communicate meaning they are overly persistent in trying to stay on our radar by calling and emailing several times a day. Generally, this approach does not work and does not garner any more favor from the Recruiter. When you work with a Recruiter, be sure that he or she is very clear about who will contact whom and when. When the Recruiter has something pertinent to tell you, you will get a call.
2. **Be open and honest, early and often.** At TYGES, when we identify an individual as a fit for one of our searches, we put them through what we call a "profile conversation". These conversations are very crucial and a way for us to understand an individual's career, why

Connectivity Team

Jonathan Bogush

Director of Connectivity

(757) 345-2494 x 30113

Direct Line: (757) 208-7231

Email: jonathan.bogush@tyges.com

<http://www.linkedin.com/in/jonathanbogush>

Fulfillment Team

Joshua Toth

Direct Line: (757) 208-7226

Email: joshua.toth@tyges.com

Alexa Williamson

Direct Line: (757) 208-7233

Email: alexa.williamson@tyges.com

Bill Downing

Direct Line: (757) 208-7228

Email: bill.downing@tyges.com

Paul Horn

Direct Line: (757) 208-7224

Email: paul.horn@tyges.com

Michelle Crockett

Direct Line: (757) 208-7229

Email: michelle.crockett@tyges.com

Katrina Blalock

Direct Line: (678) 343-2743

Email: katrina.blalock@tyges.com

Tom Peterkin

Direct Line: (757) 603-4023

Email: tom.peterkin@tyges.com

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they went from one job to another, and what they are looking for in the next job they pursue in terms of responsibility, salary, geographic location, etc. When having this type of "profile conversation" with your Recruiter, it is important that individuals are open and honest so that the story of their career can be clearly understood giving the Recruiter an accurate assessment on whether you are a fit for their position and client.

3. **Trust the process, follow the process.** When you are on the job market and actively looking for a new opportunity, it is natural to want to control the day to day actions you take when applying for positions, arranging interviews, and negotiating offers. When you are working with a Recruiter, it is customary for those day to day actions to become their responsibility. The handing over of those responsibilities can be a scary thing for most individuals since there really is no assurance that the Recruiter will do what they say. That is why it is so important that you understand the processes your Recruiter uses when engaging you with a search. When you are working with your Recruiter and you have already completed the "profile conversation" mentioned above, be sure to take some time to discuss how the Recruiter will manage the process after they submit your resume. Talk about the timeline that will follow; talk about the actual type interviewing you will go through; and talk about the expectations you have in terms briefing and debriefing before and after interviews in terms of having post-interview feedback communicated to you in a timely manner. Understanding the process your Recruiter uses once they have submitted your credentials to a client and then trusting in that process is essential for building a good and lasting relationship with your Recruiter.

That's it for this month! Good luck in April and watch out for the May edition of the TYGES Connectivity Newsletter where we will discuss sharpening your face-to-face interviewing skills.

ACTIVE JOB OPENINGS:

- Senior Metallurgist - Electrical Power Cable and Aluminum and Copper Rod
- Manufacturing Technology Engineering Manager - High-Speed Interconnects and Cable Assemblies
- Nuclear Applications Engineer - Industrial Power Cable and Systems

IMPACT PLAYERS

- General Manager - High-Speed Connector and Cable background
- Global Product Line Manager - High-Speed Interconnect background
- VP of Sales and Marketing - Electrical Power Cable and Systems background

Should you be interested in learning more about any of our current job openings or Impact Players, please contact us at connectivity@tyges.com. We look forward to working with you in the future.

Good luck in your current ventures and you'll be hearing from us next month!

TYGES International
5400 Discovery Park Blvd., Suite 201
Williamsburg, VA 23188
855-TYGES77