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Executive and Professional Search Firm

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LATEST NEWS FROM TYGES INTERNATIONAL -
CONNECTIVITY BUSINESS UNIT

Part VI.

Does Your Recruiter Get It? The 5 Questions Every Hiring Manager Should Hear From Their Recruiter

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In last month's TYGES Connectivity Newsletter, I discussed the issues facing solutions driven manufacturers and individual Hiring Managers when it comes to finding the right the recruiting agency for their high-profile searches. In today's recruiting market there are many agencies that claim they are specialists in a particular industry (manufacturing, finance, healthcare, legal, etc) with many of these agencies touting some type of gimmicky technology or aggressive networking style that will enable them to find the right individuals for a job. More times than not however, these agencies aren't actually specialists nor do they have a standardized process in terms of building relationships with their clients which would enable them to ask the essential questions to better understand the searches they work on.

Many times, when a Hiring Manager works with a recruiter, it is done through the filter of their HR team. In most cases, the recruiting agency does not interact with the Hiring Manager and has simply been given a job description for the role from HR and a brief overview of the interview process and some of the key players involved. After that, the recruiting agency usually dives into their data base or does some basic key word search work via LinkedIn, building call lists, and hopefully making live calls to individuals within a week or two.

Obviously, this approach doesn't yield consistent positive results and often leads to Hiring Managers speaking with individuals that are not a good fit for the role either because they are lacking in applicable skill sets or a deeper understanding of the position, its responsibilities, or performance expectations.

How can a Hiring Manager ensure that the recruiting agency they are using has the right information about the job, the division it will work within, and the dozens of other nuances pertinent to the position? I believe the answer to that question lies in the method a Hiring Manager uses to vet a recruiting agency during the initial stages of a search and the types of questions the recruiting agency asks the Hiring Manager. Below is a list of 5 questions I believe are essential for all Hiring Managers to discuss when deciding which recruiting agencies can best suit their needs:

1. ***Tell me about why this role is open and what happened to the last person that was in this particular role? Where did they succeed, where did they fail, and why did they leave?*** When I'm working a search I need to have a clear understanding of the provenance of the

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role. It is not only important to understand where the incumbent in the position succeeded but also where they may have failed or could have improved. Knowing this allows a Recruiter to better articulate the history of the role and thereby explain it to potential candidates. If a Recruiter doesn't ask you this than they are not going to be able to persuade series candidates.

2. **What type of "pain" does this role not being filled cause?** I think this is really the "moment of truth" type question where as a Recruiter you can understand really how important filling this role is to the particular Hiring Manager. This is also a question that provides deeper insight into the current state of the division the particular role will report in to. If a Recruiter doesn't ask this question they will miss out on the big picture behind the hire.
3. **Should I clear my plate recruiting wise and focus a majority of my attention on filling this role?** This may seem like a no-brainer type question but in actuality it is pretty vital to be asked. As a Hiring Manager you should want to work with a Recruiter that is willing to give your search the focus it deserves. If a Recruiter doesn't asks this, chances are the search will merely sit on their desk as they put minimal efforts towards identifying and pursuing the right individuals.
4. **What is the ideal salary you want to pay for this role?** Again - many Hiring Managers expect this question to be asked while speaking with a Recruiter about a search but more times than not the salary range is usually broad and leaves a lot of room from interpretation. Any good Recruiter needs to understand the ideal salary the Hiring Manager can afford thereby excluding potential candidates that are either too far beneath or above the compensation range.
5. **What is the "sizzle" or selling points not only of the role but also of the company and the particular division the role is in?** This is really the most important question as a Hiring Manager you should be expecting from a good Recruiter and one that specializes in a particular space. If your Recruiter has actually specialized in your space you should be able to create a good dialogue about what attributes of a jobor company that good candidates will be interested in.

Naturally, there are a lot of moving parts when trying to recruit highly specialized professionals into a particular organization but, if Hiring Managers can find Recruiters that ask these questions, then the chances of filling their role will greatly increase.

And, for the individual that is looking for the right recruiter for their career, the same concept applies. A good Recruiter should be asking you in-depth questions which shed light on your career, your accomplishments, and some of the logistics surrounding your search.

Tune in next month as we take a more in-depth look at finding the right Recruiter for you - whether you are a Hiring Manager or an individual looking for a new job.

ACTIVE JOB OPENINGS:

- Sr. Product Line Manager - Data Center and Enterprise: fiber cables and connectors
- Regional Sales Manager (Midwest and Southwest) - Capital equipment sales: stamping presses
- Process Engineer - MV and HV power cable manufacturing

IMPACT PLAYERS

- Senior Sales Engineer - data center connectivity and infrastructure products
 - Business Development Manager - fiber optic sensing products
 - Director of R&D - wireless and base station antenna products and systems
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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!

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