

## **RECRUITERS VERSUS JOB BOARDS**

As a candidate wishing to be considered for a new position or the next step in your career, you have some options. Should you post your resume on the big job boards? Can I trust a recruiter? What's a person to do? Certainly if you, as a candidate, are currently employed, confidentiality can be a primary issue. You want to be considered for new positions, yet you can't lose the job you have. What's a person to do? Let's examine some of the options.

How do the job boards work? Many of the most common job boards work pro-actively with companies that are searching for people so that once your resume is posted, they will notify a client company of a possible match. In most all cases, your resume will be able to be viewed by any company that is seeking skills in the area that you have represented proficiency in. That can include the company you are currently working with. Have you ever thought of that? Certainly you can also search the open positions listed on the job boards and attach a resume if you see something you like. Submitting a resume then means that it is likely emailed or transferred to the potential employer in some method. That employer will have a person or group, usually in the human resources department that will review your resume for suitability for the job you have applied for. In many cases they have software packages that Parse out key words that they are looking for. The big problem with this is that you likely won't know what "key words" they are looking for and as such, your resume will go to another "stack", never to be seen again. Think back, have you ever submitted your resume to a spot you know you were qualified for and you never received a call, note, or letter? Now you know why! In other words, the big job boards that are meant to attract your resume, may have worse odds than Vegas with regards to landing that next big position in your career path. In some cases you are given the option of also attaching some comments or cover letter, but again, someone has to read it to make that effort effective.

If you have ever worked with a job recruiter in the past you may have some opinions of whether you liked working with one or not. We won't profess to know all the tactics in the recruiting industry, but at Ag 1 Source we will claim to do some things different, and hopefully in a very beneficial and professional way to you as a candidate as well as the employer. A recruiter in most cases works as a good agent or counselor between the candidate and employer. That means that trust must be earned on both ends before being able to work together. That also means that the recruiter must understand the needs of both the candidate and the employer.

In spite of the fact that we author this candidate newsletter, we do try to approach this subject without bias. One of the very big keys in working with any recruiter is the level

of trust that any candidate must place in working with them. This is especially important if you are currently employed. Trust is a key proficiency area in many ways. As a candidate, you will want to know where your resume may be sent. You will want to know that confidentiality can be of utmost importance when currently employed. You also want to know that you are being represented fairly and honestly. And ultimately, you want to know that the recruiter has your interests at heart, and is not going to put you into a bad situation.

When your resume arrives at a company from a job board, it likely will arrive along with many more resumes from candidates also interested in that same job. In some ways, your possible selection by a screening individual at that company could be just pot luck. You can improve your chances by having a very well prepared resume and cover letter, but in most cases it could have as much to do about timing as anything. The key difference in applying for jobs through a job board versus working with a recruiter is that if you are not a fit for that company, your resume goes no further than the file drawer. Also, remember that your resume is just a 1-dimensional tool that can't and won't tell the whole story about what you bring to an employer. It is not shared with other companies in nearly all cases. The company has no interest in helping you find a job. It has an interest in simply filling the positions they do have.

Let's look at some advantages of working with a recruiting company. First of all, if you have done a good job of completing the required information for the recruiter, they can then take time to get to know you from a personal perspective. Your recruiter can then discuss with you the cultural nature of any prospective companies. As a candidate, you can ask questions about prospective companies prior to agreeing to have your resume submitted. In short, a candidate can get a feel for what the job would be like much more so by understanding more about the core values and strategic direction the company in consideration is headed and how well that matches your objectives. Probably the number one most important aspect in working with a recruiter is that if your submittal to one company doesn't work, there still may be plenty of other companies and positions to consider that your recruiter could also submit to on your behalf. That means that your possibilities for placement with someone open up dramatically.

One of the big problems with job boards can be that companies that rely on that sourcing method will often have to screen many, many applicants. How can you be assured that your resume will stand out or get selected since you really don't get to provide any information other than what can be printed? You won't get the opportunity to speak with someone unless your resume is selected. One of the big advantages of a recruiter is that where a strong trusting relationship has been established with a hiring company, the recruiter can often get the candidate to be reviewed and many times granted an interview. Once in front of a company for an interview, your chances for hire are dramatically improved. In many cases the recruiter can also counsel and educate

the candidate about the company, its needs, and help the candidate realize the real skills and abilities that should be discussed at the interview. While a recruiter can't tell you what to say, your time in an interview is critical. That time is best served when it is used to deliver the right message and leave your employer with the right impression. As they say, you only have one shot at making a good first impression.

Now that you can see the comparison at a high level, we'll make our pitch, but remember that first and foremost there is one universal characteristic that is of utmost importance when working with any recruiting consultant. That is trust or integrity. We expect it from our clients or companies, as well as our candidates. In turn, any candidate should expect no less from any of our consultants. We don't work with just every company, many times because of that, nor do we work with every candidate because of that very characteristic, either. That said, you as a candidate must also be fully honest and upfront about your capabilities and work history. There is no getting around something bad that happened in a person's career if it isn't revealed up front.

Here is what you can expect, our promise to any candidate:

#### **Why work with Ag 1 Source first and not distribute only through a job board?**

- Ag 1 Source keeps all of your information confidential and does not reveal any information to the hiring company without first contacting you. It is important to safeguard your privacy. Think your current employer won't find out you're looking? Many employers have set up automatic search agents on the big job boards to find out if their employees are looking to make a move. Beware!
- Ag 1 Source is much more personal than a job board. You will deal with a professional consultant. A recruiting consultant can provide you valuable insight on the company environment and culture to ensure a successful hire. We can give you an up close feel for the company/firm and for the interviewer before you meet them. We provide interview feedback and moderate salary negotiations.
- Ag 1 Source specializes in specific industries, each consultant specializing in only one or two industry areas.
- Ag 1 Source can simply present one or two resumes to a client rather than where you are competing with possibly more than 100 from a job board. It's difficult to stand out when you're one of the masses of resumes hiring managers receive from the job boards. Show your worth and stand out from the masses by aligning yourself with a recruiter - your odds of being noticed will increase greatly!
- Recruiters are experts when it comes to interviewing techniques and resume preparation. Plus, a good recruiter will look out for your best interest, something a web site will never be able to do! Ag 1 Source offers assistance with resume preparation. Ag 1 Source also offers help with skills for interviewing.
- Ag 1 Source will give the candidate a good idea of what the client expects and what they can expect from the client.

- Ag 1 Source uses personality analysis to make sure that the candidate and client are “compatible”.
- Gain access to the "hidden" job market. Many firms and companies don't go the job board route because it's just too time consuming. They know that the best talent has partnered with a professional recruiter and they rely on Ag 1 Source to present them the best candidates. So we have access to the "hidden" job opportunities you won't find on the job boards.
- Get into a firm or company you've been targeting. A recruiter's success depends upon establishing and developing relationships in their market. It is an Ag 1 Source recruiter's job to have the relationships in place with the best employers in the area. We can target specific companies and sell your skills, personality match, and resume directly to hiring managers.

### **Why only work with Ag 1 Source and no other recruiters?**

- Ag 1 Source works with premier companies in agriculture – placing the best jobs in the country.
- Ag 1 Source has nationwide coverage – We can find you a position that geographically fits your needs.
- Ag 1 Source strongly believes in matching the candidates' and clients' personalities for a harmonious work environment for both.
- Ag 1 Source is the largest agriculture focused multi-office recruiter in the country.
- Ag 1 Source specifically emphasizes an honest and high integrity approach in all facets of its work, including publications, website, and in personal communications.
- Ag 1 Source in many cases can develop relationships and understanding of needs not only with the respective human resources departments, but also, very importantly with the hiring managers, key to making the right matches.
- With Ag 1 Source, you know exactly which firms or companies your resume is going to. You should always maintain control over your resume. Unfortunately, there are many unethical staffing agencies that will find your resume on a job board, then submit it to companies without your approval (we hear about this scenario constantly). If you don't know where your resume is going, it's difficult to manage your job search.
- Ag 1 Source can help prevent “Over-exposure”. Hiring managers like "exclusive" candidates and when they see a resume through a job board, or through several agencies their impression could be that the candidate may not be very valuable.

In summary and fairness, recruiters do have to charge and collect a fee for the work or service performed, so the employers pay us to find them the ideal candidates. It is fair for a candidate to understand that. Those employers that see the value in the service provided have no issue whatsoever in paying for the service because in most all cases,

the selection of the right employee takes considerable time and effort. That cost is easily offset by getting the right employee in the right places. Yes, most job boards are free. But, recruiters provide insight into hiring companies, interviewers, and positions in addition to assistance with resume preparation, interview coaching and salary negotiation. These are personal touches a job board just can't provide!

Ag 1 Source also prides itself in providing better and more complete information than our competition in the industry. If given an opportunity to work with us, we hope that you will agree as well. To borrow a phrase, "We try harder".

