



Make the most of your recruiter

ROCKHAMPTON businesses can be getting more from their recruiters by building closer relationships, according to Manpower Rockhampton.

Berni Jakstas, business manager at Manpower Rockhampton, said there were a few simple steps employers could follow to ensure they gained the most from their recruitment agency.

"The most important thing for a business, when working with a recruitment company, is clarity," Ms Jakstas said.

"Give your recruitment consultant as much information and background as you can on the organisation, its culture and the people – what they're like and what they expect.

"Setting the scene properly for the recruiter is essential, so they can understand the type of person that would work well within

your organisation."

Similarly, Ms Jakstas stresses the importance of understanding the role the business is trying to fill.

"The biggest risk in a job placement is that the new employee will start the job and realise it is not really what they were told it would be," she said.

"Businesses should have already fully scoped out the role they are recruiting for by the time they come to a consultant.

"Companies should be realistic in their candidate search and be willing to be flexible on some requirements for the role," Ms Jakstas said.

"Sometimes you're just not going to be able to tick every box in a job description when looking for new employees.

"Businesses should be ready to look at transferable skills, and talk to their recruitment consultant about

which aspects they could be flexible on.

"For example, customer service skills acquired in a sales role could transfer well into a receptionist role – being upfront on where transferable skills are ok, and where they are not, will assist the recruiter to find you what you're looking for."

Another tip, says Ms Jakstas, is to ensure your business works with an RCSA (Recruitment Services and Consulting Association) member, who are bound by its Code for Professional Conduct.

"When looking for a recruiter, businesses should pay attention to whether the recruiter is a member of RCSA.

"As a member, our Manpower Rockhampton staff have access to best-practice guidelines for recruitment and talent management consultants, and they can pass on

this knowledge and service to their clients.'

Ms Jakstas said relationships were the foundation for an effective outcome when working with recruiters.

"Developing a relationship with your recruitment consultant will help to keep the communication lines open and information flowing," he said.

"The more you speak with the consultant, the better the recruiter will understand your business and what you're looking for," she said.

start searching, you've already got a relationship in place with a recruiter who is up to date on the needs of your business," Ms Jakstas said.

"It's a good idea to keep the relationship going, even when you're not actively looking to fill a role.

"That way, when the time comes for you to



EFFECTIVE OUTCOMES: When it comes to recruiting new staff Lloyd Swadling, Nation Wide Hire, Parkhurst, workshop supervisor, is pleased with the smooth working relationship established between Nation Wide Hire and the recruitment consultants at Manpower Rockhampton.