



# How to Partner with Technical Recruiters/ Staffing Firms

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# Why Do Companies Use Staffing Firms?

- Improve speed to fill positions
- Leverage Industry Expertise
- Attract broader talent pools
- Fill temporary/contract positions (project-based hiring, etc.)
- Flexible hiring models (contract to hire, scale, etc.)
- Identify niche talent pools



# Industry Statistics

- During the course of a year, America's staffing companies hire 16 million temporary and contract employees.
- There are over 25,000 staffing firms operating in the US in about 49,000 offices.
- One-third of contingent workers are offered a permanent job by a client where they worked on assignment, and two-thirds accepted the offers

# Typical Agency Structure

- Staffing agencies core business model depends on connecting their clients with the right talent.

## Roles:

- Account Manager
- Recruiter

# How Companies Receive Jobs

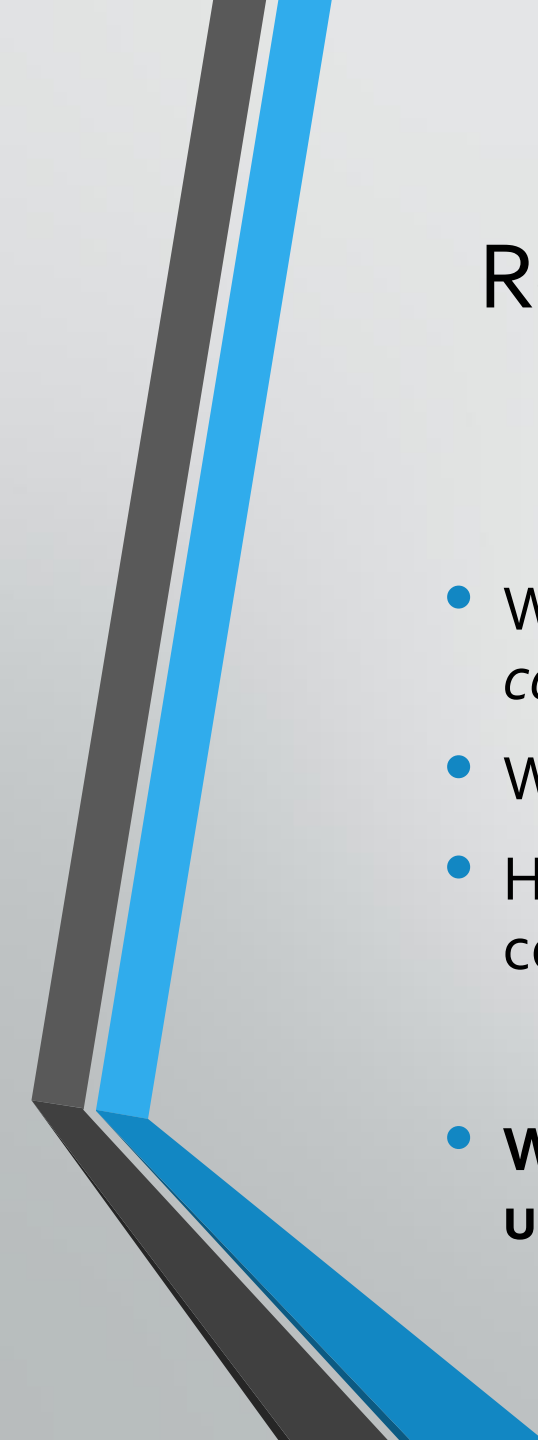
- Directly from Managers
- Vendor Management Systems
- Internal Recruiters/HR
- “Prime” Vendors (when acting as subcontractors)



# Building Successful Partnerships with Technical Recruiters and Staffing Firms

# Understanding the Agency / Your Recruiter

- Tell me about your company.
- What are the benefits of working with *XYZ Agency*?
- Tell me about yourself.



# Understanding the Agency's Relationship with Your Prospective Employer

- What is your relationship/history with *client company*?
- What is your relationship with the manager?
- Have you had other candidates interview with this company/team?
- **What other questions have you found to be useful?**



# Understanding the Engagement

- What are the expectations of this role?
- How long is this contract?
- Is there potential for conversion to full-time with the end client?
- Will I be compensated for overtime?
- Will I be compensated for holidays?
- Are there any mandatory holiday furloughs or leave periods with this client?
- **What other questions are important to ask?**

# Advice

- Work with only recruiters you trust
- Establish relationships with Account Managers and Recruiters
- Communicate in a transparent manner and expect the same from the agency you are working with.
- Follow up regularly
- Call your recruiter immediately after the interview
- Ask for advice
- **What has worked well for those of you that have worked with staffing firms?**

# Benefits to You

- Direct Line with Hiring Manager
- Valuable Feedback and Insights
- Access to multiple opportunities
- Improve your experience **and** your resume
- Advocate for you along the process
- Foot in the door
- Market insights



Questions?



# Job Opportunities

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