

Five Tips - Pick the Right Recruitment Agency

5 Tips for Choosing the Right Recruitment Agency



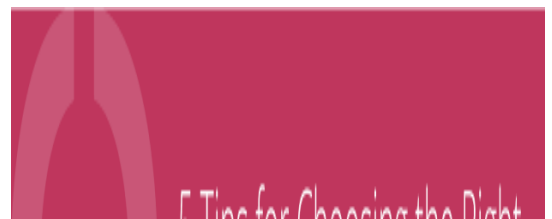
Whether you're struggling to find an opportunity or you're spoilt for choice, it's difficult to make the right decision when it comes to your employment. There are many different factors to take into account when it comes to different roles and employers, and you may not be sure how to secure the best outcome for you. This is where utilising the services of a Recruiter can have vast benefits, from having access to a network of industry experts to regular advice on career development and contract issues. However, New Zealand is a home to numerous recruitment agencies, each with their own strengths and approaches, which makes choosing one difficult. If you're already considering signing up to a recruitment agency but are unsure which one is the best option for you, then here are five key points to ensure you're getting the support you need.

1. Assess Your Needs Before Approaching an Agency

Before you contact an agency, you need to be aware of your own needs, the kind of work you are looking for, and what's getting in your way. In order to identify what type of support you need from a recruitment agency, it is a good idea to assess your professional portfolio and career prospects. Don't worry if you have little or limited knowledge of the job market, as a good Recruitment Consultant can uncover not only what you are interested in, but also what suits your skillsets and career goals.

2. Specialist or Generalist?

Are you set on a specific sector, or are you exploring your options? If you are open to variety or currently considering a career change, generalist agencies would be your first port of call. However, if you are trained in a specialised industry, such as IT or Engineering, you may want to find an agency



that can connect you to the right network and can communicate smoothly in your own language. If your agency of choice can speak the language used by your industry's experts, and have a thorough understanding of the trends and quirks of the industry, it can have a positive impact when they are presenting your case to potential employers.

3. Ask Your Peers

Researching recruitment agencies can be as simple as asking around. There is a high chance that your peers have heard of an agency's reputation through their own network, and have possibly even been in touch with them themselves. As Recruiters are hyper-connected social people, you might be surprised to find how much information you can discover by just tapping into your immediate network. Ask your peers for a recommendation. See if anyone in your immediate network has worked with any agencies you're currently considering, and soon you will be receiving honest feedback from sources you can trust.

4. Look at Their Website: Team, Job Board and Resources

When you are looking at an agency's website, start by looking at the team's profiles. This is where you can find out more on the experience, strengths, and personality of each of their Consultants, and by extension, the agency itself. Secondly, scroll through the job board to see if you can find any job descriptions that match your preferences. If you can, then you are on the right track. And finally, read through the resources that are available on the website, making note on how active the agency is at helping its candidates, and how knowledgeable it is in the areas that you need the most help with.

5. Follow the Agency's Social Media Channels

Find an agency that stays in touch with the latest developments in the job market, as well as having a reputation for success. As social media is the preferred medium of communication for many people, good recruitment agencies tend to post regular updates on their social channels in order to stay in touch with their network of clients and candidates. While LinkedIn is the preferred channel of communication for many agencies, it is also worthwhile to check their Facebook for a better understanding of their key characteristics.

Summary

New Zealand is home to numerous recruitment agencies across many different industries and specialisations. Being so spoilt for choice, many jobseekers find it difficult to take the first step and approach an agency, even though they are in need of support. However, sometimes all it takes to find the right agency is to simply talk to one about what you need.

Sourced is a specialised, experienced, and local recruitment agency that provides guidance to many IT professionals in Christchurch. If you are still unsure of which agency is the best fit for your needs, don't hesitate to **get in touch** with us to find out more.



GENERALIST:



Ask your peers for insights.



Look at their website: team, job board and resources.



Follow the agency on social media.

www.sourced.kiwi