



Strong Foundations Lead To Recruiting Success

Common Problems Caused by Contingency Search

- Senior executive (decision maker who decides on who to hire) are required by many large companies to turn over process to an HR official.
- Internal HR coordinator is required to follow protocol and use company-authorized internal and external job posting services. Few have the ability to amend or modify the process as needed.
- HR is permitted to use only company-approved recruiters (usually from a short list of "preferred vendors" that is actually quite lengthy and not that preferential).
- When reaching out to recruiting firms, a "mass email" approach is usually used. This is recognized by more professional firms who choose to ignore getting into the fray.
- The non-competitive terms/rates become of interest only to recruiters-in-training or are passed on to the rookies in the recruiting team for practice.
- Due to the poor terms that generate lack of enthusiasm, using multiple recruiters a technique that appears to offset the lack of service. This becomes an attempt by hiring companies to make up for the sub-par

(poor foundation) recruiting agreement and/or terms and/or process in an attempt to forestall the ineffective results that ensue.

- In large companies, HR professionals are often overburdened and typically juggle 30-50 open searches simultaneously. This leads to inability to return calls for questions, provide necessary feedback to their recruiters, or connect with managers in a timely manner.
- Project begins to collapse in on itself (like the second floors of a home built on a weak foundation).
- The above listed problems cause remaining recruiters to abandon or ignore the project entirely.
- As recruiters abandon the search and bow out, this feeds into the deteriorating downward spiral of the project.
- Many managers at these same companies, despite high-ranking titles such as Senior Vice President or divisional president (especially at Fortune 1000 firms) often have less influence and say in the recruiting firm picking and choosing process than the lowest ranking human resource coordinators. Having minimal impact on changing the process, culture, legacy, and habits of the greater overall organization, what should have been a routine 90 days-to-hire project, transforms into a 1 year long exercise of futility.
- The longer a mid-manager position is open – the more suspect professionals in the trade become of the company and position (similar phenomenon to a house that stays on the market for a year or more --- it implies there's something wrong with the product when that may not necessarily be the case).

Conclusion

All of the problems listed above originate with contingency based recruiting. Most are not even possible under retained recruiting agreements that offer a stronger foundation.

Since contingency based recruiting (and the agreement terms associated with most) are the single largest contributor of the problems that occur between a hiring company and a recruiting firm, IRES has developed far superior recruiting platforms and choices to our clients that avoids all the above issues and permits most searches to proceed

expediently and efficiently from start to hire within 90-120 days even for complex senior level officials.

We offer choices ranging from engaged to fully retained which avoid nearly all the common problems outlined above.

To learn more about the right and wrong ways of retaining search firms, and what should be done differently to avoid lengthy recruiting-related delays while minimizing the search-to-hire timeline, order the book *A Manager's Guide to Maximizing Search Firm Success* available on Amazon.com [Click Here](#) .

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