



4 Things Executive Recruiters Want You To Know

We partnered with our sister company and the 7th largest executive search firm, True Search, to uncover what advice recruiters want executives to know regarding executive hiring. For more career resources and opportunities, visit www.aboveboard.com.

1 Recruiters work for clients not candidates

Executive recruiters are hired by organizations for specific roles. They are accountable to the client for every candidate they recommend, which is why it is essential to build trust and transparent communication with recruiters. Recruiters can only vouch for you if you've built up a trusting relationship. Some examples include informing a recruiter if you are actively interviewing for other roles and being honest about your capabilities in regards to the specific role.

It is also important to remember that a recruiter will always prioritize the needs and experience of a client over a candidate. So while building up a relationship with a recruiter will serve you well, you will ultimately come second to the client.

2 Establish long-term rapport with recruiters

It's hard to distinguish yourself when speaking with recruiters, so find ways to connect to recruiters outside of that isolated conversation. Some examples include mentioning that you have a connection to the firm or their peers, visiting the firm's website and checking out the recruiter's most recent LinkedIn updates.

Another way to build a lasting relationship is to engage with recruiters even when you are not actively looking for a new job. Recruiters will often call individuals in their network to ask for ideas when working on a search. If you have time, take these calls even if you aren't actively in the market. This keeps your name top of mind and deepens your relationship so that when you are looking for a role, you have established a connection.

3 Your digital presence enhances your discoverability

Recruiters have a variety of ways that they source for candidates. The more visible you are in your industry and on the internet, the more likely a recruiter will be able to find you. Speaking at conferences and being featured in the press are two ways to enhance your digital presence. Demonstrating that you are a thought-leader and have a voice in your industry will enhance the likelihood that a recruiter tries to contact you. And finally, the more complete your LinkedIn profile, the more visibility you will have to recruiters. Treat your digital profile like a mini resume when outlining your career and expertise.

4 Provide detailed context on your role and the outcomes you've achieved

When positioning yourself for an executive role, it is important to scope out all facets of your role - being clear about what functional areas you own, the size of your team, the size of your P&L and where you fit within an organization are all extremely important details. Highlighting your accomplishments with specific data points that demonstrate the value you bring to an organization are immensely powerful tools in setting yourself apart as a candidate.