

2020

**HOW
TO WORK
WITH A
RECRUITER
TO GET
YOUR
DREAM JOB**

Boston Link

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"IF YOU'RE SCROLLING JOB ADS THAT DON'T INCLUDE THE JOB YOU WANT, CHANCES ARE THE JOB DOES EXIST, BUT IT'S ON THE DESK OF A SPECIALIST RECRUITER"

WHAT RECRUITERS, JOB SEEKERS AND HR MANAGERS SAID ABOUT HOW YOU WORK WITH A RECRUITER.

What do recruiters actually do?

A good recruiter is a valuable extension of any HR team. In many cases, they've spent considerable time developing long term and meaningful relationships with their clients. They are a professional intermediary; they advise, prepare, and provide market intel to you and the hiring client. They use this to influence decisions and challenge where they can. Essentially, they do the groundwork allowing you to focus on research and prep. They should be professional and discreet. Harness this relationship, and they will be your greatest advocate throughout your career.



#1

FIND THE RIGHT RECRUITER FOR THE JOB YOU WANT

40%

have frozen hiring

33%

have reduced hours

It's important to come to the party with a clear view of what your dream job looks like. Think about what it is you want; do you want to develop a new skill set, enter a new industry, or a move up the management ladder. Even better, create a list of your dream employers or do some research on the type of job you want and what kind of experience they are after. If the job you want requires at least 2 years in a less senior position, make that your target stepping stone position and find a recruiter that can help you get it.

Now that you have your list and a full picture on what your dream job looks like, you need to find a recruiter that specializes in those areas.

A specialist recruiter will have a detailed understanding of the sector or job role niche, which means they'll be able to offer expert counsel and have some potential employers in mind for you.

For specialist roles applicants with the right skill set can be hard to source so specialist recruiters will have established networks that they expertly manage to help fill these positions. Of course, recruiters are also out there looking for someone like you using platforms like LinkedIn, so in addition to finding the right recruiter, it's essential to optimise your LinkedIn profile so that you will be found.



#2

GET THE MOST OUT OF YOUR RECRUITER MEETING

Your first meeting with the recruiter is a fact-finding mission, so expect to talk for around an hour. To secure the job you want with a recruiter you need to treat this meeting as you would a job interview. Recruiters are your gateway to the job you want; remember they are championing more than a CV so it's important to present the best version of you.

The recruiter meeting is an opportunity to share what you feel most relevant, interesting, and of the highest value to your application. Of course, where previously you may have met face-to-face, now it's likely to be a video call. It's probably safe to assume that you're now a whizz on video chat, which has become a huge part of our "new normal". In advance of this meeting, you should also reflect on your achievements, and what it took to reach them. To help you get started, here's some questions you could ask yourself ahead of the meeting and discuss with your recruiter:

When you answer these questions, remember that recruiters are not as interested in the outcome, as they are in how you achieved it. They have heard of the 'work well in a team' and 'under pressure' cliches, so keep things authentic and tell them a story. Of course, if you're ringing a specialist recruiter with zero experience at all in your chosen career path, you may not get this first meeting. Don't take it personally, most recruiters are not career coaches, so if you're looking to make a significant change of direction without the skills to back it up, they can advise but they may not be able to help you achieve it. It may be better to focus on obtaining the skills through study or asking their advice on what you need to do to be able to get the job you want in the future. Chances are, they have a wealth of industry knowledge that they will be happy to share.

QUESTIONS TO THINK ABOUT:

- Have you developed any projects, business concepts or ideas?
- Did you manage a team?
- How did you overcome stakeholder objections?
- What did you learn from the project?
- How did you measure your success throughout the project?
- What was the long-term outcome?
- What did you learn from it, and how did it change the way you work?



#3

BE CLEAR ON YOUR SALARY EXPECTATIONS EARLY ON

Think about your salary expectations before you speak to a recruiter. Do you know how much you're worth?

Do your research; look at job boards, ask networking groups and review salaries that have salary bandings. We also have salary surveys on iGaming and finance on the boston-link.com website . Once you have a good understanding of what you can negotiate, have the salary conversation during this first meeting. Why? So your recruiter understands your expectations and can advise you know if they are realistic or need to be adjusted along the way. Whatever you do, once you've found a recruiter you're happy with, trust them. They will have several years of industry experience, and they will understand market conditions and salary trends - as well as a professional reputation to protect, which they won't want to tarnish by offering poor advice.

"KEEP THINGS
AUTHENTIC"

#4

BE AVAILABLE, BE OPEN AND BE FLEXIBLE WHERE POSSIBLE

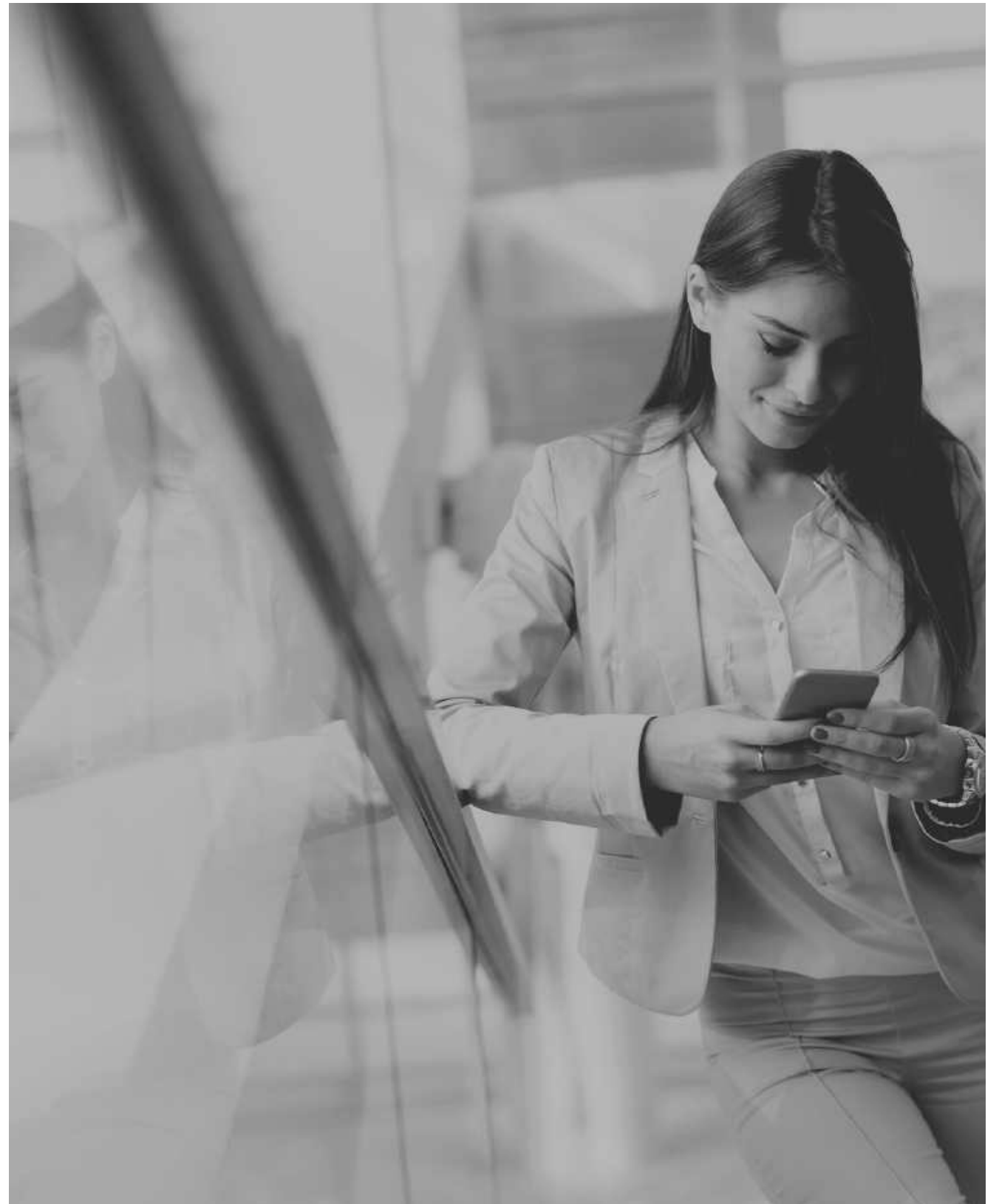
If you made it this far, the chances are you already have a clear idea of the job you want, which is great. Now, to get one step closer with the help of your recruiter, it's important to be open-minded and flexible.

Your recruiter may have a number of ideas on how you can get the job you want, whether it's a first step into a new industry or a job move that will build on your skills and help bring that perfect job within reach. Once you've engaged a recruiter and they're securing you interviews or offering proactive support on preparing you for application, be open and communicative. The hard truth is that a recruiter is much more likely to recommend applicants that they have a good rapport with. This means being available to talk when they call, being quick to reply to emails and doing your best to shift your schedule when they secure you an interview.

Don't back out of commitments once you have agreed to a client meeting, unless you absolutely have to. Life happens and your health is important too, so if your circumstances change, just talk to your recruiter, don't ghost them and don't go off the grid. If your recruiter has not been in touch for a while, give them a call to make sure you're at the top of their list. This can be a hard one to balance, try not to be overzealous. A call every few weeks from you or the recruiter is about right. If your CV is shortlisted for a role, then your recruiter is likely to be on speed dial. If they continue to be evasive, just ask them why. It may be that they are not the right recruiter for you, or they are avoiding sharing some hard truths that you need to hear. Be brave, you need to hear it if you're going to get closer to that dream job.

#5 **SWOT UP ON YOUR INTERVIEW SKILLS TO MAKE A GOOD IMPRESSION**

Whatever interview skills you pick up you need to be authentic and honest as well as prepared to present the best you that you can be. You can never over-prepare for an interview. There are so many great resources available, but these interview tips covers the basics well:



- Research the company ahead of the interview
- Practice answering common interview questions
- Really get to know the job description
- Practice your interview skills with friends
- Prepare examples of success stories and projects
- Have some smart questions ready for them
- Wear an appropriate outfit for the job
- Be prompt and slightly early, but not too early!
- Practice body language, tone and remember to listen
- Be authentic and positive, make them feel good
- Be honest and avoid cliché answers to questions
- Practice speaking positively about ALL of your previous employers

#6

LEARN FROM INTERVIEW FEEDBACK

Your CV is your chance to shine. Employers want to see where you have had a positive impact on your business and how you did it, and recruiters are well-positioned to help you get it right. Some recruiters will re-format your CV and write a summary to present with your application. Ask to see the summary; it may be useful to help build a personal statement on your LinkedIn profile or your CV. Ask for their advice on the format and content of your CV. If you make it to a 1st, 2nd, or 3rd interview and beyond you'll be in the golden circle of applicants, probably 1 of 3 to 5 applicants that have made it this far. Yes, we're sorry your recruiter will be representing multiple applicants. Their priority is to find the best person for the role, but they also have a vested interest in protecting their professional reputation. They are your advocate, as much as you are theirs. Before your interview, you can expect a thorough briefing from the recruiter. They will give you the background on the employers:

- Environment
- Culture
- Company values
- Vision

**"YOUR CV IS
YOUR CHANCE
TO SHINE"**



"YOU CAN NEVER SPEND TOO MUCH TIME PREPARING FOR AN INTERVIEW"

Take time to prepare for your interview too. Research the company, have a look at what they are doing on their social media channels. When you are in the interview, use examples such as:

- I read on your site
- In my research I saw
- I understand you've just launched

Ask questions that show you are keen to hear their understanding of the role too:

- What do you see as the greatest challenge(s) in this role?
- How would you see me fitting into the team?
- What are the key areas that quantify success of the role?!

It's worth listening to your recruiter in advance of interviews, they will share insight and the experiences they have of the company. They may have negative feedback or be critical of you to help prepare you for the interview, listen. As they say, feedback is a gift, it can help you monitor your performance and increase your chances of a successful interview. Listening to feedback and taking action on advice from your recruiter will make all the difference, and will take you from the job you can get, to the job you want.

ABOUT BOSTON LINK

- 3 OFFICES IN MALTA, U.K. AND ISLE OF MAN
- 20 RECRUITMENT CONSULTANTS
- OVER 250 CANDIDATES PLACED EACH YEAR

BOSTON LINK ARE RECRUITMENT EXPERTS SPECIALISING IN THE FINANCIAL SERVICES, iGAMING, TECHNOLOGY AND AVIATION SECTORS. WE DRAW ON OUR EXPERIENCE AS HEADHUNTERS WITH STRONG INDUSTRY CONNECTIONS.

Our unique network of offices across Malta, the UK and the Isle of Man give us a distinct perspective and a profound understanding of the markets in which we operate.

Providing an in-depth consultative service rather than simply a transactional one, we continue to build our business internationally and extend our global reach whilst maintaining our boutique role in each country.





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