

# HIRE SMARTER

Tips, ideas and suggestions on how to keep your hiring process on course



***There's no trick to being a humorist when you have the whole government working for you - Will Rogers***

## Hiring Tip

### ***Common Mistakes Companies Make When Choosing a Recruiter***

In a recent survey among 425 CEO's and Senior Executives they identified the top mistakes and false assumptions companies made when choosing a recruiter to fill critical positions. Here are a couple of the top ones:

- ***Using "Functional or Industry Expert" as the Primary Criteria for Choosing a Recruiter.*** Survey participants found that a narrowly-focused recruiter often just produced aggressive candidates the recruiter knew were looking for a job. They believed the recruiter just called their "Rolodex and 'recycled' candidates from prior searches rather than make the effort to source deeply in the market.
  - Developing a Compelling Marketing Statement about the position and using it to convince top talent to raise their hand to learn more about the opportunity is what the best recruiters do and ***why they can recruit top talent in any industry.***
- ***Assuming all Recruiters Help a Client Define a Great Job.*** Participants in the survey contracted with a recruiting firm assuming they would help in effectively defining the position. Most felt that at best they got a re-write of their original spec with several pages of added "boiler-plate" thrown in.
  - Most job descriptions we read today are better described as 'person descriptions' because the emphasis is on the person's background not on the specific goals that the person in the position needs to accomplish in the first year. Helping our clients define what 'success' looks like

## Tip for the Executive

### ***"Why did you leave your last job?"***

The question can strike fear in even the most confident candidate. Certainly with unemployment rates where they are there is less stigma to being 'in transition', but you still need to be able to answer that question and with confidence. Here are a few points from an article in *The Daily Muse*.

**Be Honest** Your best bet is to chalk it up to a learning experience and showcase what you've gained from it.

**Stay Positive** Do *not* rant about a previous boss or company during an interview. It's fine to say the job wasn't a good fit, but be prepared to give some

for a position is one of the first things we do when we take on an assignment. This guides the search project so **we produce candidates who can deliver results**, not just look good on paper.

**Hiring Tip:** The most important criteria you should use when choosing a recruiter is their **process** to find you the right candidate. If they can't describe a rigorous recruiting process designed to find candidates who can deliver the results you need, then you run the risk of getting candidates who won't meet your expectations.

concrete reasons to back up that statement.

**Keep it Short** Once you've answered the question, there's no need to keep elaborating. And if you're leaving on good terms and are simply looking for a new challenge, that's all you need to say on the matter.

## Recent Assignments/News

### Current and Recent Searches

Our client is one of the top "toll blenders" (private label manufacturer) in Los Angeles. They blend liquid and powder chemicals to produce cleaning products for a variety of industries including: Agriculture, Dairy, Commercial Laundry, Janitorial and several others. Hagerthy & Co was engaged to recruit a Director of Sales and Outside Business Development. We successfully recruited one of the top ranked salesmen in a national environmental recycling company.

### Focus on the New Job

The best way to conclude your response is to spin it back to what's most important—why you are interested in the job you're interviewing for.

Highlight job duties for the new position that spark your interest.

So when asked about your previous job, just keep your answer short, honest, and positive. Then move on to the challenges they face and how you know how to solve them.

## Links to Look For

Read about Hagerthy & Co's [Complementary Assessment](#) of your company's hiring systems. Visit the [Hagerthy & Co](#) web site for more tips on hiring or contact Mike Hagerthy at [mike@hagnco.com](mailto:mike@hagnco.com).



**Hagerthy & Co.**  
Executive Search/Training/Consulting  
Keep your hiring on course

*Hagerthy and Co. is your hiring partner.  
Call us when you need to find top quartile candidates for your management positions or when you want to develop an internal hiring process that will consistently bring you excellent people throughout your organization.*

609 Deep Valley Drive, Suite 200  
Rolling Hills Estates, CA 90274  
(310) 265-4406