



# Show recruiter your job worth

JOB seekers should be looking to recruiters and working with them to create the best opportunities available in difficult times, says Manpower Rockhampton.

Berni Jakstas, business manager at Manpower Rockhampton, said job seekers continually misunderstand the role of a recruiter in pairing candidates and employers.

"The recruiter has a demanding position, with responsibilities to both the employer and the job seeker," Berni said.

"Recruiters share a common goal with job seekers – they want to ensure that the job seeker is placed in a position that is suited to their qualifications and is a good cultural fit." Berni outlined some key considerations for job seekers to consider when working with a recruiter.

"The first thing for job seekers to remember is that, even though the recruiter is not

your boss, they are reporting to your future boss on who you are and how you presented to them.

"Recruiters will be your advocate to an employer – but you need to give the recruiter confidence that they know exactly who they are presenting to potential employers.

"Being honest about qualifications, experience, goals and ambitions is another important lesson for job seekers," she said.

"Holding back or embellishing information will only hurt a job seeker in the end.

"Being honest and upfront will save time and effort for both the job seeker and the recruiter – it's no good being interviewed for a position for which you are not qualified. A move like that can jeopardise the recruiter's relationship with an employer and, in turn, the job seeker's relationship with the recruiter."

Berni said co-oper-

ation between job seekers and recruiters was critical to ensure the job seeker was presented with the best opportunities available.

"Recruiters have a wealth of experience in dealing with employers and they can readily identify improvements that may be necessary for a job seeker to make in order to be successful. If a recruiter suggests a resume rewrite, polishing interview skills or holding off on searching for jobs on your own, job seekers should seriously consider following that advice.

"If a job seeker is searching for jobs on their own, it can be in their best interest to keep the recruiter in the loop on their progress," she said.

"If you are interviewing at other places or receive a job offer on your own, a recruiter can leverage this information on your behalf because it shows potential employers

that you are a valuable and highly attractive candidate."

Berni said job searching could be a trying time for job seekers, who can often become disheartened from bad past job search experiences. However, she said it was important to leave those experiences behind and remain optimistic and positive.

"It's important to demonstrate your enthusiasm to recruiters. They are the ones who will drive the job search process for you, if they see you have energy and optimism they are more likely to want to sell you to their clients.

"Show the recruiter you are ready to do whatever it takes to help them find the right job for you. Attitude is contagious. Is yours worth catching?"

For more information about Manpower's skills assessment services, contact the Rockhampton office on 4927 2200 or 132 502.



**ENTHUSIASTIC TEAM:** Westinghouse Rail Systems Australia electrical TA wire and stores people with Nicola Griggs of Manpower, Rockhampton. From left (front), Michelle Cromar, Nicola Griggs, Marie Hopkins, Harry Cromar, (back) Shannon Ghilotti, Andrew Jones, Kit Rudolph and Robert Ewan.

PHOTO: JENNY LIGHTFOOT JL27/0809/2