

Ardent

Search Company

Consultants for Leadership Selection

Questions for Selecting the Right Recruiter

By Bruce Dingman

Is cost or value of more significant importance?

If cost is more important perhaps a contingency recruiter would serve you better. Contingency recruiters are paid only if someone is hired.

If value or making the best match is more imperative, then hiring the right retained recruiter is vital. While cost is important, hiring the right person is much more significant. It can cost far more if the wrong person is hired.

Others may seem to be cheaper or faster but none have a reputation for satisfied clients like The Dingman Company has had for over 28 years and Ardent Search has initiated.

Is the speed of the search important to you?

If it needs to be done yesterday, there are many recruiters who work fast, although superficially. They may be a specialist in a specific type of search and have a database of recycled candidates at the ready or they are a contingency recruiter who works at a superficial level. Little may be done to make the right match between the candidate and the client.

If the search needs to be done well, it may take some time. Even though we are diligent and , our in-depth process for making the right match means it usually takes eight weeks from the opportunity profile approval before two excellent candidates are ready to be presented.

Should I check the recruiter's references?

Yes, there is a big difference between those who talk a good story and those who produce what's expected. We would be glad to provide references on request.

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