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HOW TO BEST PARTNER WITH A RECRUITER

For employers to maximize results and hire the right talent, faster

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Smart hiring starts with smart collaboration

A recruiter can tap into their vast network and open doors — but how well they perform depends on how you engage them. When employers provide clarity, timely feedback, and strategic direction, the results improve significantly.

So how do you make that happen? In the next few slides, we'll walk through 7 ways to partner more effectively and reach your hiring goals faster.

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1

Start with a clear job description

Invest time in crafting a detailed job description. Define responsibilities, skills, experience, and cultural/team fit. The more precise you are, the more targeted the recruiter's search can be.

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2

Align on priorities

Clarify what matters most: speed, cultural fit, niche skills, level? Alignment early on helps recruiters focus their efforts and screen candidates more effectively.

3

Be transparent about challenges

If the role has hiring constraints, internal shifts, or history of turnover, say so. Recruiters can tailor messaging and set expectations with candidates accordingly.

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4

Commit to timely feedback

Delays in feedback or decision-making often result in lost candidates and wasted time. Create internal urgency — it signals seriousness and keeps momentum high.

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5

Treat the recruiter like an extension of your team

Share updates, involve them in team discussions, and give access to decision-makers. The more context they have, the stronger the candidate pool.

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6

Provide insight beyond the job description

Culture, leadership style, team structure — these are make-or-break factors for candidates. Equip your recruiter with the full picture to help them sell the opportunity and differentiate it from others in the market.

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7

Review and recalibrate together

If early candidates miss the mark, regroup and refine. A collaborative review of resumes and interviews including detailed feedback ensures the search stays aligned with your goals.