

Hamilton Recruitment | Why Exclusivity Works Best



We'd like to explore working as your search partner on an exclusive basis for an agreed period to help you with your current hiring need.

Hiring managers who don't have experience of working in such arrangements can sometimes be reluctant to entertain the idea initially though, on further consideration, the advantages become clear.

Let's address what your main fears about this might be. Here's a common one: less experienced hiring managers may work under the assumption that the more recruitment agencies working on a given project the better.

Specifically, they believe that enlisting the services of multiple recruiting agencies to fill a position will result in the following:

- More candidates
- Better quality candidates
- A faster hiring process
- The best hire possible

However, the fact is that the only thing that's guaranteed is that you will get 'more candidates'. As for the other items on the list, it's not likely because 'the more, the merrier' rarely works well in practice.

Why is this and what are the advantages of working with a recruiter on an exclusive basis? We'll look at the benefits in detail.

#1. You see better quality candidates

At first this might seem counter-intuitive. Surely with multiple recruiting agencies, you'll see more candidates? So it must make sense that you'll also see more quality candidates too, right? Wrong!

When a company uses multiple recruitment agencies, the hiring manager is unwittingly motivating these agencies to produce candidates as quickly as possible. That's because the agencies know that they're competing against other recruiters who all want to make the placement.

This begs the question: Is the employer motivating these agencies to produce the best possible candidates as quickly as possible? No, it's not. The company has created a competition that risks being based mostly on the speed of submissions.

#2. You fill the position more efficiently

Again, at first this also might sound counter-intuitive. After all, we have just described how a recruiting competition is based on the speed of submissions. The irony here is that, even though the search turnaround in a free-for-all is based on speed, it often ends up dragging out the process because candidate quality simply isn't there.

#3. You save your own time (and money)

When a company works with multiple recruitment agencies on a search, the hiring manager has to keep track of everything and everybody. When there are more people in the fray, miscommunication is more likely. In addition, you have to deal with multiple points of contact meaning more telephone calls, more emails, more of everything. This is inefficient.

#4. Candidates will have a better experience

Imagine there are three candidates on your shortlist. All three are working with different recruitment agencies. What are the chances that the candidates receive the same detailed guidance about the job, your company and the Island? Probably zero.

Let's face it: if the hiring competition is based on speed, there's not much time for agencies to spend with the each candidate.

And candidates – especially star candidates – don't want to feel rushed. On the contrary, these days they need to be 'sold' on everything. They demand a great experience. Using multiple agencies doesn't lend itself to this.

#5. You maintain the integrity of your employer brand

This is a logical extension of the point above. Employers are sometimes not aware that the agencies they hire to help them fill positions essentially become a temporary extension of their company brand. What the candidate thinks of the recruiter presenting them with the opportunity can influence what the candidate thinks about your company.

So if a firm uses multiple recruitment agencies for a particular search, an employer increases the chances that their corporate image might not be reflected in the best possible light should one of the recruiters treat a candidate poorly; and this is more likely in contingent recruitment because the agency is not as committed to finding the ideal candidate in the best manner possible because they might be working for nothing.

Conclusion

With an exclusive search arrangement, you are much more likely to save time, money and most important of all, find the right calibre of candidate to match your exact requirements. Hamilton Recruitment will be very happy to discuss how we can help you.