**How Will I Know A Good Recruiter From A Bad One?**

1. **What is their Average Tenure:** The average tenure of our recruiters is 13.5 years
2. **Are they certified:** All of our staff have received or are enrolled to receive their CPC (Certified Personnel Consultant) certificate from the National Association of Personnel Services (NAPS)
3. **Associations They Are Affiliated With:** ELK Solutions is a member of Houston and Area Association of Personnel Consultants (HAAPC), and the National Association of Personnel Services (NAPS).
4. **Awards and Achievements**: Has your recruiter or their firm won any awards for outstanding performances? ELK Solutions has won several awards for Outstanding Achievement with HAAPC and has placed in the Top 50 Recruiters for Direct Hires several times with HAAPC and the former Texas Association Personnel Consultants (TACP)
5. **Defines the Procedure:** A good recruiter will explain their procedure to you and what you can expect. A bad recruiter may just say, "I have your resume. I'll call you when I get something."
6. **Asks You a Lot of Questions:** Your recruiter is your agent. How can a recruiter represent you effectively if they don't know anything about you other than what is on your resume? The recruiter you want on your team will not only carefully critique you on why you are considering a career move right now but they will also ask in great detail what you are looking for in your next role. A good recruiter wants to make sure you will be happy in your next career move. Remember - the more questions your recruiter asks you and the more time they spend learning about your skill set and experience, the more likely you have found a good recruiter. A good recruiter does a complete candidate client profile. A good recruiter is also a good listener.
7. **Location and Industry the Recruiter Works:** Seriously, do you want an IT recruiter from Idaho trying to help you find a Mechanical Engineering position in the oil and gas industry in Houston? Find out what industry they niche in and the location they work first before you engage with them.
8. **Relationship with their Corporate Clients:** A good recruiter has good working relationships with their corporate clients. They will have direct lines to their clients' department directors as well as the HR directors.
9. **Confidentiality:** A professional recruiter will not send your resume all over town without your knowledge first and will not check sensitive references before the time is appropriate.
10. **Is Willing to Work with your Schedule:** We appreciate that not everyone can speak openly during work hours. A good recruiter will do their best to work at yours and their convenience.
11. **Will Assist You with Resume and Letter Writing:** Your recruiter can help you tailor your resume to fit each position you apply for, if needed. He/she will also assist you with the thank you letter following any interviews you go on as well as your resignation letter, if you are hired by our client.
12. **Interview Prep and Debrief:** Before you go on your interview, your recruiter will schedule an Interview Prep phone meeting with you. Interviewing is not a skill practiced by professionals on a daily basis and we understand the stress involved. Your goal on an interview is to get an offer and we do our best to give you the most competitive edge possible. Immediately after your interview, call your recruiter so they can debrief you! Before he/she speaks with their corporate client, they will want to know what your thoughts are first, on how the interview went, who you spoke with, questions they asked, and how you feel about working there. Not calling your recruiter after your interview can be construed as a lack of interest by both your recruiter and the company at which you interviewed.
13. **Salary Negotiations:** Your recruiter will handle all your salary negotiations. He/she will negotiate for you the best possible offer based on the criteria you discussed together in your in-depth evaluation.
14. **Will Prepare You for the Offer from Your Potential Employer:** Once an offer has been extended to you from our client, your recruiter will sit down with you and discuss it in detail to make sure that you are satisfied with all aspects of the offer first before accepting on your behalf.
15. **Will Stay in Touch:** Your recruiter is your agent and career counselor. A good recruiter will continue to stay in touch throughout the duration of your career. Our recruiters spend a considerable amount of time getting to know your skill set, background, and all the intangibles that are so important to you, so they can keep abreast of any, and all opportunities that you need to be aware of throughout your career.