



## **3 Reasons Hiring an Industry Experienced Executive Recruiter Saves You Time and Money**

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Now more than ever, today's leaders depend on the quality of the players around them to achieve both their professional and personal career goals. It is an old adage - and a true one - that the best jockey cannot win races if they only ride slow horses. Here are three reasons a professional executive recruiter will help you build the best team saving you time and money in the process.

### **A Professional Executive Recruiter Provides You Superior Candidates**

On-line job boards and networking platforms have become increasingly popular because they give the illusion of efficiency and the mistaken belief that these sources contain the same talent that can be found through executive search firms.

In fact, on-line job boards can result in countless unqualified candidates to sort through. An onerous task, more frustrating than looking for a needle in a haystack. And quite likely futile because you may not even be looking in the right haystack. Besides that, who even wants to look in a haystack?







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A disciplined and proactive approach avoids resume overwhelm. Most professional recruiters forgo job boards, focusing instead on developing relationships with qualified professionals who are excelling in their current roles. There are tremendous benefits to this approach. Successful professionals, generally have neither the time nor inclination to peruse on-line ads or to respond to on-line inquiries. It is only when a search consultant personally approaches them that the best candidates take the step to becoming available for your organization. And it has the added benefit of refining your ideal candidate rubric/profile to objectively score candidates.

Good recruiters invest countless hours networking at key industry events, establishing unique connections with industry professionals. These connections, built over many years, allow access to talent pools that are simply unavailable through any other means.



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For example, as the founder and CEO of Health Talent Solutions, I have been actively involved in healthcare organizations such as HFMA. HFMA is supported by revenue cycle and financial services vendors to the healthcare industry and is well attended by healthcare industry revenue cycle and finance professionals. Professionals who rely on such organizations for continuing education and updates within their chosen career field.

These relationships, combined with in-depth industry knowledge, allow an experienced recruiter to carefully screen and evaluate the best candidates. Thus, delivering the strongest talent to a company's attention. Companies that rely on job boards or networking platforms significantly reduce their ability to retain the best talent. Talent that an industry experienced executive recruiter can provide.





## **A Professional Executive Recruiter Provides Superior Results**

Executive recruiters make a living by finding talent that companies cannot find on their own. While in-house resources may be effective for lower-level roles, it makes sense for hiring managers to give themselves every opportunity to interview, the best most highly qualified and diverse candidate pool available. Professional recruiters can not only engage the most qualified candidate but can also assess the motivators needed to attract the best candidates.

Engaging the best candidates is the first step but what does it take to motivate these professionals to make a change? Extending an offer to a highly sought-after candidate only to receive a turndown is an experience we would all like to avoid; as it represents not only a missed opportunity but a loss of time and money. This scenario can be avoided with the help of a professional recruiter. Identifying the specific elements of the opportunity that are of greatest interest to the candidate is of utmost importance. While there are various reasons why good candidates are not open to making a change, the fact is that virtually none would be comfortable sharing those concerns with an internal recruiter. At certain levels and within certain industries candidates are not allowed to directly share certain types of information with those deemed as direct competitors.



Professional recruiters have great expertise in developing a level of trust with the candidates they represent. As part of a professional recruiter's service, they will provide the candidate's primary motivators to making any move, along with historical compensation, job performance, vetted references, from clients and coworkers. As a result, turndowns and ghosting are reduced or eliminated, assuring management of securing the best available talent possible at the time of hire.

### **A Professional Executive Recruiter is a tremendous value**

A prevalent myth is that hiring an executive search firm is not as cost effective as utilizing recruiters in the human resources department. Considering the combined cost of salaries and benefits of HR personnel, not to mention the non-hiring related responsibilities of human resources, assigning an internal recruiter to hire for a position in which they have no industry knowledge can be costly and frustrating for all involved. And probably not the most productive use of their time. The direct and indirect costs of using an internal recruiter can be substantially higher than paying out a one-time fee for an executive recruiter with expertise in the field.





Value

Worth

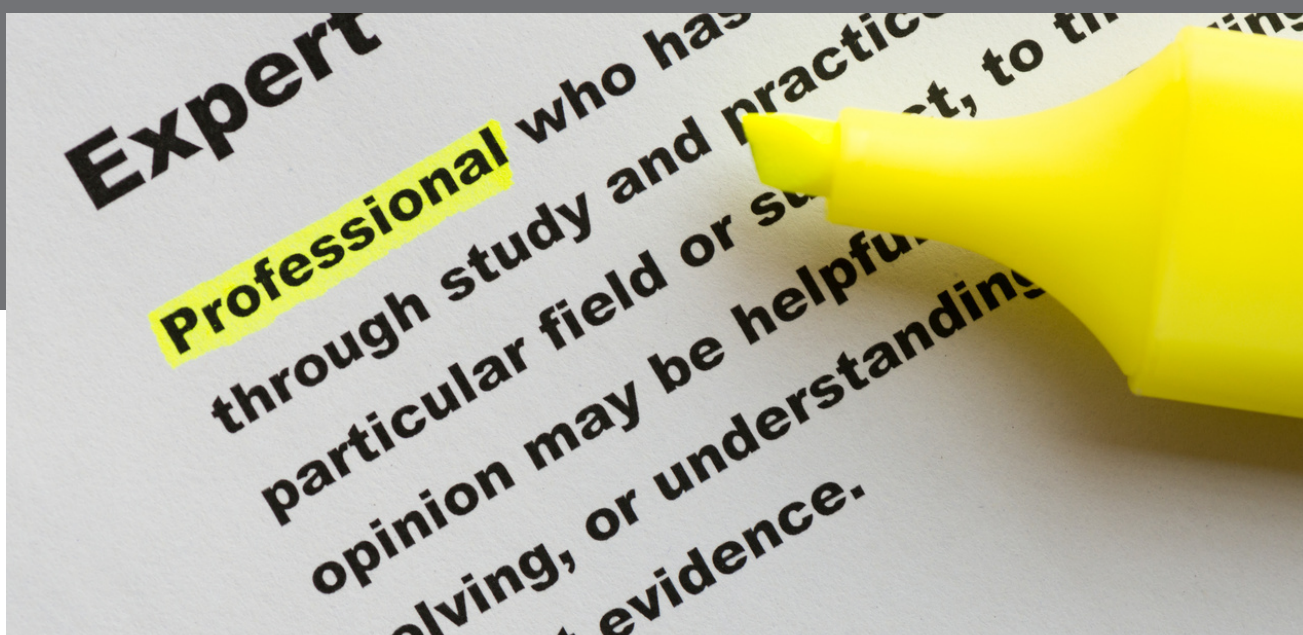
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Additionally, your chances of securing a long-term contributor are much better if an experienced executive search consultant is involved. Studies have shown that a bad hire costs companies three times more than an employee's annual salary.

Some years ago, Advanced Receivables Strategy, after giving an internal hire 24 months in the territory, had no sales in the western US territory. Then they engaged a professional recruiter, hiring an individual who sold in excess of seven million dollars in their first full calendar year, setting records for the largest and fastest sale in company history. A perfect example of the benefits of hiring a professional recruiter.

Furthermore, the best executive recruiter's work is not done once a candidate has been successfully placed. A guarantee covering the candidate during the probationary period is standard in the industry. The best firms will offer candidate guarantees of up to 12 months.



Internal recruiting has its place. It can be a good solution to filling positions where candidates are more likely to initiate the contact. They can screen the candidates that apply via the company portal and can provide hiring managers with candidates for these roles. However, positions where the most experienced and successful candidate are sought, utilizing the services of a highly-skilled executive recruiter with a strong industry focus is the best value for your hiring dollars.

## Conclusion

The best candidates, superior hiring results and value are the main reasons to retain an executive search firm with the expertise to acquire top talent. An experienced executive recruiter will dramatically improve the ability of hiring managers to secure the most qualified candidates in a timely manner allowing them to drive revenue, exceed goals and improve customer satisfaction.

Health Talent Solutions is an experienced executive search firm specializing in healthcare financial management and sales executives. We can enable you to seamlessly connect with and hire the top 1% of the passive candidate market, saving you time and greatly improving the quality of your hiring decisions.

Schedule a discovery call around your current hiring needs

