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- **Head of Consultancy and Training** – IT/ Telecom
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This month's newsletter will be dedicated – as promised – to candidates' relationship with Executive Search consultants or search. Indeed, who has not heard about a friend or a acquaintance that they had been approached by a "headhunter"...but they have not heard from them. We will try to help you understand why in this November 2012 issue; how to interact with them? What attitude should you have in order to avoid being caught off guard, or worse, screened out of an assignment without having a real opportunity to prove yourself?

It will indeed save you time, energy and avoid some frustration and bad experience dealing with a "headhunter". It is a pity as the "two way street" relationship should be smooth, transparent and clear from the beginning. Executive Search consultants should equally treat their clients and their candidates as they are both critical and vital to us.

Next month, we will discuss the benefits of a team building and how to avoid non tangible results following a team building activity.

Warm regards,

Zoran Marinkovic

Managing Partner – BM Management Consultancies

**How to deal with a "headhunter" or an Executive Search consultant?**

In my opinion, it is critical to get to know who is calling you. Indeed, this piece of information will help you to take the decision whether to entertain further the call or not.

First of all, the status and the reputation of the search firm can be figure out if the search they are calling you for is exclusive and retained. This aspect will make the headhunter accountable to the follow-up of their call as they can hide behind the fact that the position was filled using another source since they are exclusive. Besides, it shows the client very highly considers this position as they have decided to partner with a reputable international or local search boutique. Eventually, you might need to know how long they have been operating in the region and who have their previous clients been, more especially in what industries?

Having answers to these questions will help you to feel comfortable about getting involved with their search assignment and thus make yourself mentally more available as you know that you have taken the necessary "preliminary checks" to avoid wasting your time with "fishing calls" on a speculative basis.

On the other hand, you might receive a call from a "headhunter" for getting recommendation of candidates that will match the position's requirements. It is of course up to you to cooperate; however, it could be a unique opportunity to build a strong relationship with an executive search consultant who can be helpful – maybe not now – in the future.

Secondly, you have to ask them questions that are important to you which are not necessarily linked to the name of the company and the salary offered. As a matter of fact, most of assignments are confidential as per clients' requirements and executive search consultants will not consider candidates whose first question is "how much" since it should be secondary only. It is preferred to focus on preliminary questions on the nature of business of the company, the scope of the role and reporting relationships to start with.

In addition, you should conclude the call by exchanging contact information and propose to send a copy of your resume. If it is not your updated resume, send the one you have in hand and ask for a few days to update it. If you profile is of interest, the consultant will come back to you so they need to know whether you prefer to be reached over the phone during or after working hours.

If you are not keen on for this opportunity, please do not waste everybody's time and you will talk about this opportunity around you (colleague, former colleague and friends) – who you think – will fit the role. It will help you to gain respect and can ensure you to be in the loop when another suitable opportunity arises.

The relationship should be long-term, as it is with business, so it is better to build great foundations at the beginning of the discussion. If you have been impressed by the professionalism of a search consultant, you might recommend them to your top management or Human Resource department so your company can benefit from the added value offered by this consultant. Let us face the truth, candidates can become clients or good ambassadors in "the world of mouth" which is extremely powerful. In exchange of getting free advices from the search consultants all along your career, you can try to promote them within your company and your connections.

Meet BM Management Consultancies

We aim to provide our Clients with a bespoke solution that matches their culture, vision, strategy and organization. Indeed, we target in priority unavailable talents who work in the same industry and even sub-industry. With regards to the importance and the challenging requirements of the position, we conduct a direct search process. This allows a proactive and straight forward approach to qualified and interested candidates. We define each executive search project as a unique consulting engagement and we tailor our efforts accordingly. Even though, a systematic approach is followed in executing each assignment...[Click Here to Download our E-brochure](#)

Breaking News

Please check our new full-on redesigned website!!! Indeed, we wanted to improve our website for our visitors by proposing a more dynamic platform with new pictures, new colours, new style, new content and a better functionality. Please feel free to give us your feedback so we can keep on improving it.