



How to Work with Recruiters & Agencies

Partnering effectively with recruiters accelerates hiring. Start by setting clear goals and a process. Meet at kickoff to agree on the exact skills, experience, culture fit, and timeline you need. Tell recruiters your must-haves versus nice-to-haves, expected salary range, and any internal constraints (e.g., security clearance, budget cycles). The more context you share up front, the less wasted effort on unsuitable candidates.



Set and Manage Expectations

Be realistic about the market. If your search is very niche or your budget is limited, recruiters need your trust and understanding – they'll appreciate transparency.

Share data when you can: for example, if a similar role took months to fill last time, let them know so they can adjust sourcing strategies. Respect the recruiter's expertise too: they can suggest where talent hangs out or how to tweak the job description for broader appeal.

Why Feedback Matters

Recruiters can only adjust if they know what's working. When you provide specific, detailed feedback, you're helping them fine-tune the search. Instead of "Not a fit," say:

- "Too senior for the role — we need someone more hands-on."
- "Solid background, but missing recent experience with Azure DevOps."
- "Strong technical skills, but communication style isn't right for our client-facing culture."

This helps the recruiter recalibrate quickly and avoids seeing the same misses again.

Why Timelines Matter

Top candidates move fast. Delays in resume review, feedback, or interview scheduling often mean losing talent to another offer. Even a week of silence can signal disinterest and cause candidates to disengage. Agree up front:

- **Resume Review:** Feedback within 48–72 hours
- **Interviews:** Scheduled within a week of shortlisting
- **Decisions:** Communicated promptly, even if it's a "no"

Recruiters want to protect your brand. When you respond quickly, it shows candidates your company is decisive and organized.

Feedback in Action

Specific Feedback



"The interview went well overall, but the candidate struggled to explain how they've led teams through change. For this role, strong change management is critical."



"The candidate showed strong problem-solving skills, but their explanations were highly technical. We need someone who can simplify concepts for non-technical executives."

Vague Feedback



"The interview went well overall, but some answers lacked depth."



"They didn't communicate well."

Partnering Tips

- ✓ Be honest and direct
- ✓ Give prompt, detailed feedback (even if it's "not a fit")
- ✓ Stick to agreed timelines
- ✓ Communicate immediately if requirements shift

Building trust means treating recruiters as collaborators. Their success in finding the right hire is your success too.

Tell me more!

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