

A&S Resources Staffing Resume and Interview Etiquette Tips

For the consultant to be effective and proactive with your career search, the following is important to understand.

- 1. When your resume is presented to a company through one of our recruiters, don't approach the company directly.**
- 2. Candidates who circumvent the typical communication channels between recruiters and HR professionals commit a serious faux pas.**

So why do candidates feel the need to intercede? Perhaps, candidates believe that they can secure an interview more capably than the recruiter. Or, that by contacting the client directly, their position may be strengthened. Or worse, they think that submitting their resume directly will help the client avoid paying a recruiter's fee. Whatever their logic, the action still remains a major blunder. In the past, we have had candidates who chose this route and their candidacies were eliminated immediately by the client. In addition, we removed them from our database. It's an underhanded tactic that usurps the recruiter's control and exhibits insecurity and distrust to the client.
- 3. For the recruiter, candidates who approach clients directly cause tremendous embarrassment,** usually resulting in reprimanding phone calls from the client. From the company's perspective, these candidates' contacts are viewed as harassment. HR professionals typically don't want to deal directly with candidate's questions about their interview status. HR professionals' feedback is typically relayed through the executive search recruiter.
- 4. Recruiters are the candidate's advocate.** If you have questions about your candidacy, call the recruiter. If you are the right candidate for the job and recruiters can help place you, they will. Recruiters are paid for this process, so it is in their best interests to represent you as best they can. A&S Resources Staffing views the client, candidate and our services as a team effort; please contact a recruiter for your interview status at 770-469-1858. Website: www.asresources.net