



Tips on Choosing a Recruiter.

Be selective in your approach – Wouldn't it be nice to work with people who have worked in the industry? and have an understanding of what you do as they have worked in the role themselves.

So chose a Recruiter who has knowledge and insight into the pharmaceutical industry.

It is important to build a relationship with your Recruiter, you are entrusting a very important part of your life to them – Your Career. Working with a Recruiter you feel comfortable with is vital to find the right role and 'fit' for you.

If you are working with more than Recruiter, ensure you are in the 'driving seat'. It can be quite frustrating managing the communication between yourself and several Recruiters.

Avoid the 'Shopping List' approach whereby the Recruiter will go through a list of clients and suggest sending your details to all of them, this is not good practice.

Ask for job descriptions and website details of any role your Recruiter discusses with you, analyse this information before you commit to anything.

Do not be pressurised into attending interviews you don't want to.

An ethical Recruiter will provide information such as the culture of the client and give you insight into the respective company. Importantly they will respect your decision if you decide for whatever reason not to proceed.

Your Recruiter should advise you of the interview process from start to finish.
Once an interview is secured, you should receive regular updates and post interview feedback.

Remember best practice ensures your details are confidential at all times.

The acid test being when asked by a close friend, would you recommend your Recruiter?