



## How to handle a recruitment agency interview

If you are meeting with a recruiter, it's important you understand their role and how to prepare.

### **Who are recruitment consultants and what do they do?**

A recruitment consultant is not an employer but they represent many employers, their clients, who may have opportunities that match your skills. Chances are the reason you are meeting with them is because they have a specific vacancy in mind. If they decide you are a good fit, they will want to refer you. If you get hired, they get paid a commission.

### **So, is this a 'real' interview?**

Absolutely. Remember, you will never get close to the actual employer if the recruiter doesn't think you will represent them and their brand correctly. They will not risk a client relationship by sending over a substandard applicant, so make sure you treat the interview as you would an employer interview: Dress the part, do your preparation, and be punctual.

### **Is this a good opportunity for me?**

Absolutely. If you meet a recruiter who is connected in your chosen sector, and who recognises your value, they will do a lot of the leg work for you. Your résumé will go to the top of the pile for client vacancies, and they may even give you some feedback on your interview technique to improve your chances. Remember to have a respectful relationship and be honest if you don't agree that a suggested role is a fit for you. If they see your value, they will appreciate your honesty and keep you in mind for other opportunities. Remember to keep the relationship healthy and keep in touch with updates on your availability.

### **Does that mean I am now off the job market?**

No. Never rely exclusively on a recruiter to find you work. It is still your ultimate responsibility and you remain in the driving seat for changing your future.