

# Establishing a Relationship with a Recruiter



If you work in an in-demand industry like the energy sector, chances are good that you've gotten a cold call from a recruiter. These calls can be disconcerting, particularly if you have not worked with a recruiter before and aren't sure with how to proceed. But if you are interested in exploring job opportunities in your field, a recruiter can be an invaluable asset — if you are willing to put in some effort to establish a good working relationship.

After that first call, take some time to do your homework and learn about the recruiter. Look for a website, online reviews, and other indications that this recruiter is legitimate. You should be able to confirm that the person who called you is a real recruiter, and that he or she has the ability to help you get a great job in your chosen industry. Otherwise, if your research leads you to believe that he or she isn't something that you want to work with, politely decline the recruiter's offer of assistance, and move forward.

Once you have decided to work with a recruiter, then the next step is to give the recruiter enough information to make the job search successful. The foundation of any successful relationship between a recruiter and candidate is trust; you have to be willing to discuss relevant information about your career in order for the process to work.

In many cases, your recruiter is someone that you will never meet in person, so it is understandable that you may be reluctant to share a lot of personal information. But if you have reached this stage of this process, you should have already performed your due diligence — and you should trust your recruiter enough to share basic details like your current salary, your desired salary, and what you want from your next position. If you are unwilling to disclose this type of information to your recruiter, then your chances of him being able to find the right position for you are extremely low. Without this necessary information, the recruiter simply won't know if you are a good fit for available jobs.

If you are serious about working with a recruiter, take the time to make sure that your recruiter is reputable — and then trust your recruiter enough to be open and honest with him or her about what you want in your next position. Being forthcoming with your recruiter can help to ensure that neither of you wastes time in an unproductive job search — and that you are on your way to a better position.