



John Piccinini Provides Insight Into Recruiting Agencies And How They Help Jobseekers

SARASOTA, FLORIDA, UNITED STATES, January 5, 2018 /EINPresswire.com/ -- When it comes to recruiting and employment, there are always two sides of the story. Employers mention it's hard to find good help, while jobseekers say they can't find a good job. No matter side of the argument you are on, finding suitable work and workers can be a complicated process. [John Piccinini](#) sheds some light on both sides meeting in the middle in the recruiting sector of employment.

"If you are hiring, one job opening can attract hundreds of applicants," says Piccinini. "Going through each applicant to find the perfect fit is time-consuming."

On the other hand, a person seeking a job may feel like they are sending resumes into the black hole of employment and never hearing a response.

One way a business and job hunters can meet on common ground is utilizing an employment or recruiting agency. Hiring a firm that helps with jobs can alleviate the frustrating process on both sides.

"Employment or recruiting agencies help with staffing companies who need employees," explains Piccinini. "Recruiting agencies find people to fill different kinds of jobs."

These jobs can be full-time openings and temporary work. Also, recruiting agencies handle a vast amount of different careers and companies. Because of the enormous number of jobs available, more jobseekers become hired right away. Whether a business needs a nurse, a secretary, a manager, or a construction worker, the recruiting agency can find the right employee.

But what about the job recruiter? Recruiting is a competitive industry and drive is the most crucial characteristic of a recruiter.

"It's an emotion that indicates the desire to help the client hire top talent and the candidate land a great new job," explains Piccinini.

Another crucial part of becoming a successful recruiter is the ability to network and being new relationships and connections. These professional associations can come to help down the road when working with individual companies.

Piccinini provides these three critical characteristics in becoming a successful recruiter in employment realm.

Understanding Business And Leadership Styles

A recruiter needs to have a relationship with hiring managers. But they also need an understanding of the business and where a potential candidate will fit.

When speaking to candidates, a recruiter has to provide a clear and realistic picture of the position.

Also, understanding the leadership or management style with which the applicant will have to work with while on the job.

Strong Technical Understanding

The recruiter needs to examine a candidate from many different angles. The recruiter should look at not what the applicant tells about themselves on their resume, but what their social media says about them.

"Searching Google has become familiar with recruiting agencies and their practices," says Piccinini. "Being able to see tweets, Facebook posts, and other social media activity can tell a different story from the resume."

Futuristic Approach To Recruiting Jobs

While filling jobs is vital to any job recruiting agency, the success of the candidate becomes factored into the decision making process.

"Many recruiting agencies forget the new hire once hired by a company," explains Piccinini. "Agencies need to factor in the future of the employee at that company. They cannot fill a position just to cross the job off a list. It needs to be a longlasting fit for both parties."

One way to find out if a person likes their new position is to conduct one followup call three months after their hire date.

"Asking the worker if the position is the same as what was explained to them when hired is a great way to gauge how the results turn out," adds Piccinini.

While all recruiting agencies have different mission statements and goals, it's important to still have both parties in the agency's best interests. Also, agencies need to merge employers with job seekers so one has a job for a long period of time.

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