

John Piccinini reveals the burden which hiring places on your HR department

As any business owner or department manager will attest, hiring new staff can be exhausting.

MIAMI, FL, UNITED STATES, February 8, 2018 /EINPresswire.com/ -- It's a massive drain on resources, especially for an often already overstretched HR department.

The solution, according to [John Piccinini](#), is to enlist the help of a recruitment specialist.

Smaller businesses in particular often bypass this method of recruiting, considering it overly or unnecessarily expensive.

The Fort Lauderdale-based technical recruiter argues otherwise.

"Millions of Americans are searching for jobs every day. It's important that both sides of employment understand what each other is looking for; both employers and job seekers. That's where recruiting agencies help bridge the two parties together," says Piccinini.

"Using your existing team places an unnecessary burden on them," he adds.

Indeed, most typical HR departments already have their plates full with day to day matters.

Meanwhile, according to a report from the American Staffing Association, using your existing team to fill a new role can take up to 7 weeks in many cases. Recruitment agencies, on the other hand, typically have a role filled within days, not weeks.

"Recruitment agencies, first and foremost, are time savers," says [John Piccinini](#).

A recruiter will sift through applications and resumes to find qualified personnel so that a business doesn't have to. They'll also schedule interviews, and handle all manner of communications and necessary administrative matters.

Communications include calling successful interviewees with the good news and contacting those



John Piccinini

who were unsuccessful with feedback. Examples of administration may include collating personal details and social security numbers, confirming skills and qualifications, and checking references.

An agency will also be able to ascertain salary expectations and negotiate pay on a client's behalf.

"It's about efficiency," [John Piccinini adds](#).

Arguably one of the biggest benefits of using recruitment agencies is access to potential candidates who are not actively seeking work.

An agency will be able to connect a business with a candidate who, while perfect for a role, may not currently be on the lookout for new employment, due to commitments elsewhere.

"Executive search", often referred to as "headhunting", is the process of seeking out potential employees who are not currently in the open job market. Candidates may have been previously registered with the agency, having subsequently found work independently or via other means. Often, however, they are unknown to the agency but are approached because of their success in the industry or market in which the client is hiring.

It's a method of hiring which is almost exclusively available through specialized recruitment agencies.

Piccinini acknowledges the costs involved but says the benefits outweigh the price tag.

"You're paying for specialist focus and a quick turnaround," he says. "You're paying for a week's dedicated hard work, rather than overstretching your existing team for 4 weeks or more."

Piccinini concludes, "It's a short-term cost for a long-term goal and one which I, therefore, recommend to businesses of all shapes and sizes."

Eric Ash
Web Presence, LLC
941-266-8620
[email us here](#)

This press release can be viewed online at: <http://www.einpresswire.com>

Disclaimer: If you have any questions regarding information in this press release please contact the company listed in the press release. Please do not contact EIN Presswire. We will be unable to assist you with your inquiry. EIN Presswire disclaims any content contained in these releases.

© 1995-2018 IPD Group, Inc. All Right Reserved.