

John Piccinini explains the importance of a streamlined recruiting process

As an experienced recruitment specialist, John Piccinini knows what it takes to successfully hire top-tier talent.

MIAMI, FLORIDA, UNITED STATES, April 3, 2018 /EINPresswire.com/ -- An obvious advocate for the recruitment industry, [John Piccinini](#) insists that almost every business can benefit from using a recruiter or recruitment agency to fill vacant positions.

"Find a recruiter who specializes in your field," says Piccinini, opening up on the intricacies of the process.

Piccinini suggests that finding a recruiter who knows your industry inside out—be it medical, financial, legal services, real estate, energy, shipping, or another sector entirely—is often half of the battle.

It's with this in mind that he suggests shopping around for a recruiter, too.

"Don't settle for one of the recruiters or agencies who've called you to offer their services," he says. "The best ones are often too busy to be aimlessly cold calling businesses. You'll need to actively approach them, not wait for them to come to you."

[John Piccinini also advises businesses](#) not to "get stuck" with a recruiter who isn't working out for them.

"Don't be afraid to fire your existing recruiter if they aren't working for you," he says. "There are plenty of other highly qualified specialists out there who can fill their shoes if they aren't performing up to expected standards."

Indeed, two of Piccinini's other key points in working with recruitment experts are communication and trust.

"A recruiter is an extension of your existing team," he says. "You need to communicate with them, not only regularly, but openly too."

Similarly, of trust, Piccinini goes on to say, "There's a huge trust element, too."



John Piccinini



He continues, "You're trusting this person, or these people, to find someone who will become a part of your business, company, or organization. You need to trust them to find the right person – you can't go into the process of hiring a recruitment specialist halfheartedly."

[John Piccinini also acknowledges](#) that cost is often a deciding factor in using a recruitment specialist or agency, but denies that it is prohibitively expensive.

Averages show that the cost of hiring via a recruiter is likely to be between 20-35% of the new hire's first year's salary.

"This may seem like a significant cost," says Piccinini, "but in many industries, it's a trade-off between this fee, and your own time invested in what may prove to be a failed search without a specialist on board."

"Almost universally," concludes Piccinini, "enlisting the support of a recruitment specialist is more than worth it."

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