



HOW TO GET THE BEST RESULTS FROM STAFFING AGENCIES

The ultimate guide for
hiring managers and
talent acquisition
teams

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Is it possible to find a staffing partner who will add true value to my candidate search?



Unlock benefits for your organization by mastering the art of partnering effectively with staffing agencies.

Use this guide to see how.

- ✓ Increase speed to offer
- ✓ Get access to a new pool of specialized candidates
- ✓ Acquire valuable market intel
- ✓ Improve your candidate experience
- ✓ Peace of mind for hiring managers and talent acquisition teams

DEBUNKING COMMON MISCONCEPTIONS

“WE’LL LOSE CONTROL OF OUR PROCESS.”

Actually, the contrary is true. Having an agency recruiter as a liaison means more candidate **insight, negotiation** assistance and one more person committed to creating a positive **candidate experience**.

“IT WILL COST AN ADDITIONAL 20% OF THE CANDIDATE’S FIRST YEAR SALARY.”

Include all factors when calculating cost instead of looking at placement fees or markups in isolation. To be more accurate, consider **consulting costs** you may be paying for work to get done in the interim or the **cost of lost productivity** to let a role remain open.

“THEY DON’T KNOW OUR COMPANY.”

Rather than a generalist agency, seek out a specialized staffing agency with **industry knowledge** to see the most value. A specialized recruiter has an **extensive network of passive candidates** with particular skills, understands how you stack up to talent competitors, and will sell your company in a way that aligns with your **ideal candidates’ values**.

For Hiring Managers

1

Establish a set interview process to assess candidates fairly, efficiently and quickly. Your staffing partner will communicate this to candidates on their initial call and can help set up next steps, freeing up time for you.

2

Have your staffing partner explain what is covered in screening calls. Ensure it meets your needs and maximize your time with candidates in subsequent interviews by covering different material.

3

Live communication throughout the process is best. Interview feedback and regular communication enable your staffing partner to present the right candidates. Can't hop on the phone? Use voice notes before resorting to email where tone can be wrongly inferred.

4

If you don't hire very often, leverage your staffing partner to stay up to date on the ever-changing talent market. They can provide interview best practices, salary benchmarking data, and other insights.

For HR & Talent Acquisition

1

Schedule a one-on-one introductory call to **establish your own relationship** with the staffing partner. Collaboration throughout the process will result in speed and efficiency.

2

Be clear about expectations and policy, especially regarding **your involvement in the process**. If a policy does not exist, there may be an opportunity to create one.

3

Use each other to **validate data**. Are you *both* finding that the market is generally paying 10% higher than your company for a role? That's **valuable insight** for a hiring manager.

4

Align with hiring managers **every time** they engage with an agency. Don't assume they know how to partner with agencies just because you do.

happy hiring

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