

## **Weighing Pros, Cons of In-House Recruiters vs Outside Recruiting Firms**

All the sales and technical managers have gathered for the "big" meeting. Hiring "top-notch" people was one of the most pressing issues at hand. Several ideas were suggested, but after discussions, it boiled down to two: hiring an in-house recruiter versus contacting a private recruiting firm. Before a decision is made, we suggest you weigh the pros and cons for each.

In-house recruiters certainly have their benefits. Not only is this person solely dedicated to your company, but they should know your hiring needs inside and out. This will streamline the hiring process by cutting through the red tape, saving time and money. The hiring manager appreciates this fact when no recruiting fees are levied against his or her bottom line.

Unfortunately, the needs of all the managers can overwhelm even the best of recruiters. Every hiring manager believes their job is the most important. This keeps the recruiter from being focused and ends up adding extra time to the process. Typically, in-house recruiters have a limited contact base to work with. This often times limits the recruiting process to newspaper ads and job-fairs, increasing the cost of hiring. Corporations also have the tendency to put their recruiters on a straight salary. After the initial excitement of starting the new job, the recruiter realizes there is no incentive. Would you put your sales people on straight salary with no commission? Lastly, there is the HR issue. If HR duties are added to the existing recruiting work load, the recruiter finds themselves pulled in too many directions to be effective.

On the flip side, private recruiting firms bring many value added services. Several recruiters in the same firm can give their undivided attention to your job order. Time and money will be saved by taking the HR issue out of the picture. No fees are incurred until the person is hired. Additionally, most firms will guarantee the candidate for a set amount of time, offering a replacement or refund if the candidate doesn't work out. Finally, good recruiting firms have a strong knowledge of the industry. This lends to a wider contact base and the ability to target the perfect candidate, even if they are out of a competitor.

If your company has decided to contract an external recruiting source, make sure you do your research. Our industry has been burdened with "fly-by-night" operations that have left many companies pondering where to turn for credible help. When choosing a private firm, make sure they have a proven track record with references.

Whether you make the decision to hire your own recruiter, or to contract an outside firm, weigh the costs against your needs. After doing so, the path to hiring "top-notch" qualified employees should be perfectly clear.