

**CROSS-DISCIPLINE  
CROSS-INDUSTRY  
RECRUITING**

Some people think recruiters have to specialize in order to be successful. Not so. Our recruiters recruit successfully across a wide range of disciplines and industries.

We assigned a Wentworth consultant to a San Gabriel Valley client. By the end of 13 weeks, she had filled 9 diverse positions—average salary \$74,000/year—with more hires pending. The jobs ranged across Investments, Finance and Accounting, Credit, Facilities Administration and Information Technology. Total cost to our client: 7% of salary. Hiring managers interviewed 2.4 candidates per offer extended.

Effective and powerful recruiters can find fresh new candidates by quickly creating productive networks and using all the other resources available to them.

- Effective and powerful recruiters partner with hiring managers. Our consultant's managers opened up their personal networks and pointed her to candidates. The result was 2 hires.
- Effective and powerful recruiters call others to get referrals of candidates. We made 2 hires from calling strangers.
- The Internet can be effective...sometimes. Posting jobs on monster.com produced many resumes, but only one hire. Searching for resumes on monster.com produced better quality IT resumes but not good financial candidates. The result: one IT hire.
- Sometimes effective and powerful recruiting just means doing the obvious. Our client had run ads in the LATimes but the press of business had prevented them from screening the resumes. Our reviewing the ad response resulted in 2 hires. We filled one more position with an internal transfer.

Building networks quickly and using other available resources is not always flashy, but it fills jobs, effectively and powerfully.