

Pros and cons of using a recruitment agency to find a job

Recruitment agencies exist to find jobs for people. They are also used by employers to find suitable employees to work for them. If you use the services of a recruitment agency whilst trying to find a job, your first step will be to register with them. You will tell them the kind of job you are looking for and they will attempt to locate a position suitable for you for which you can apply. The recruitment agency will require details about your previous experience and your aptitudes and abilities; in short they will require your CV.

The great advantage of using a recruitment agency is that they are likely to have a huge database of jobs both locally and nationally and will have an extensive range of contacts in commerce, business and industry. Whatever the kind of job you are seeking whether it is in the public or private sectors then a reasonable recruitment agency should have contacts. You pay the recruitment agency when you join and if they successfully find you a job the agency will claim a fee from the employer. Some agencies operate on the basis that if you are unable to find a job through them you are not required to pay a fee.

What are the alternatives to using a recruitment agency? You can look through employment advertisements in the national and local press and on the internet. There are literally thousands of jobs advertised in newspapers, magazines and journals on a daily basis. Journals relating to specific areas of employment such as Health, Education, Law and many others are published on a periodic basis and together with the wealth of job information available on the internet, you should be able to find something for which to apply. Searching through these, however, can be time consuming and you might not be able to spend the time necessary for a thorough search.

Do you stand a better chance of getting the job you want by using a recruitment agency? Not necessarily. The recruitment agency may have a wide range of jobs but they may not be quite as specific as you require. The likelihood too, is that you could be one of a number of others registered with the agency looking for the same or similar posts as you. Can you be certain that they are concentrating fully on getting you a position as opposed to someone else? Some agencies concentrate on securing posts for clients who are likely to be more valuable to them in terms of the fees they are likely to be paid for a placement.

If you decide to look for a job yourself, for example searching through papers, magazines and journals you know what effort is being made and that it is solely for you. It is far less expensive but it is likely to be far more time consuming which may prove to be a major difficulty.

When the agency have found you a potential job, improve your chances by taking advantage of the Words Worth Reading Ltd. Interview Skills Service