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**Section:** BUSINESS

**TIP DU JOUR: Know the types of recruiters**

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A primer on employment recruiters, from Dan Silver, director of career development at Team Builders Plus in Cherry Hill:

Knowing about the different types of recruiters and how they operate, will help in successfully working with them. There are three types of personnel recruiters:

Retained recruiters are paid an upfront fee by the hiring company that is typically equal to 1/3 a position's total cash compensation. They have exclusive rights to filling a spot and usually recruit jobs paying \$90,000 and above.

Contingency recruiters are paid only if they fill a spot. Many different recruiters will be racing to cross the finish line first, for jobs paying from \$45,000 to \$95,000.

In-house recruiters conduct searches at all levels as employees of the hiring company. As insiders, they usually can provide more in-depth information about the core needs of a job and are easier to reach with follow-up calls.

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