



SECRETS OF A HEADHUNTER

By Sean V. Beaver
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I am a head hunter* I work as a talent scout to identify, locate & evaluate outstanding candidates for companies who require the best. My clients realize that specialized, customized recruiting gets them the strongest candidates possible.

I work from the middle of an employment transaction. I solicit fee-paying clients who are looking for people with specialized skills in unique marketplaces. Companies realize they need me when their existing recruiting efforts fail to produce qualified candidates.

Companies use me to find new talent to target key slots vacated when existing talent moves up or moves on. They also ask for my help when they are increasing the size of their operations & want to bring in new folks for new jobs.

IBT Recruiting's main difference: unlike the rest of the "agencies or recruiters" in the marketplace who claim to understand industry, IBT Recruiting is industry. Simply put, we come from a position of real industrial knowledge & experience.

Since I am connected with IBT, I bring a great deal of resource & expertise in dealing with companies that actually make things. IBT has more than 55 years of supplying the essential goods & services that help our customers minimize down time & maximize productivity. We deal with the industrial marketplace, in depth & in detail, every single day.

And that means dealing with people who understand the manufacturing, engineering & industrial sales world. Nothing against bankers, accountants, home-office types & other guys who working guys think of as suits, but I can do a great job with guys who understand factories & have paid their dues in that environment.

IBT Recruiting is working with many vendors, suppliers, manufacturers & related industry players to align their organizations with the best talent in the marketplace.

We saw the rest of the "recruiting industry" & went the other way. Our real industry exposure makes us better qualified to target outstanding talent for our clients. IBT's industrial contacts are broad & deep. This allows us to provide a quicker solution for our clients.

My job is an adventure. I have to find the right candidates to fill positions in companies that may be anywhere in the US – or, actually, anywhere in the world.

IBT Recruiting Services is a professional executive search consultancy for industry. We specialize in recruiting in the following areas:

- ▲ Senior Management
- ▲ Engineering & Manufacturing
- ▲ Procurement & Logistics
- ▲ Distribution & Sales
- ▲ Business Development & Marketing
- ▲ Information Technology



I have to be able to make new friends quickly, size up people with minimal input, see through BS, listen to what is being said & not being said, determine who has the right stuff (that right stuff changes with the opportunity) & be sensitive to the potential chemistry between people & the culture inside a company.

And I have to do it all pretty quickly, while juggling a number of different assignments.

My greatest weapon is my imagination, but the internet & the telephone sure help, too. So do a great memory & a fantastic

*A colloquial term for recruiter, search firm or executive search firm that brokers human resources.

Rolodex® & database of professionals that make a difference in their industries. I can draw upon our company roster, our vendor partners & our customers to find suitable nominees – & check out their particulars.

These people lead me to other people. Before long, in many cases, I have developed an extended list of players that leads to a select list of candidates for my clients. This is done, in most cases, faster than my competition. Why? One main reason is IBT's history of more than 55 years of experience.

IBT's recruiting operation is the only full service recruiting organization exclusively for the industrial marketplace that comes from a position of real industry experience. I can not stress that enough. In selecting an external recruiting solution, our clients must consider IBT's experience, reputation & size. The next time a recruiter calls, consider the following:

- Small recruiting firms do not often have access to the networks & resources that larger, more specific firms possess, thus limiting their ability to find & present the most qualified candidates.
- There are many new search firms that are inexperienced & do not yet have effective networking & researching systems in place. As a result, many turn simply to eRecruiting, take a client's job orders & try to fill them through searching online job boards.
- Your most qualified candidates cannot be found through this method because most top-performers do not post their résumés online. This leaves you with candidates who are actively looking for a job. When looking for quality talent, this route is one to avoid.



IBT is perfect for reaching a larger, more targeted candidate network. We are a perfect mix of size & experience. Although we are a large firm in our network, we offer a small firm's attention to detail & service. All of this is combined with more than 55 years in the industry & specific understanding of the fields our clients are in.

Maintaining a focus on clients' needs, IBT Recruiting possesses the strength of top recruiters with years of networking experience in specific industry areas, all combined with a reputation that is second to none. At IBT, we are very proud of our reputation as an innovative supplier to the marketplace, providing quality products & services to our customers.

Remember that the selection of your recruiter or search firm should be approached with the same discretion & rigor as the selection of a candidate that will ultimately fill the role.

IBT Recruiting "unbundles" the typical services of large search firms. Their packages can make outside recruiting counsel unaffordable. We are accessible & much more successful. We regularly create successful placements for technical, production, sales, engineering, purchasing & marketing slots at all levels, up to & including corporate level.

I take pride in creating matches that work & last. Every candidate I send to a potential employer company has the ability to affect my reputation & the reputation of IBT. So I am very, very careful. I am only interested in creating happy applicants, satisfied clients & friends, not disappointed people & potential enemies.

I am always eager to hear from potential candidates who want to advance their career choices & grow professionally through a new opportunity. And I am especially eager to talk to employers looking for those few & new key players that can help them improve their company's team.

*If you would like additional information about our recruiting solutions,
contact IBT Recruiting Services*

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