



Recruiting agencies

Recruiting agencies look for people to fill a position. They source talent that would be qualified for the roles. Like any service provide recruiting agencies come with pros and cons.

Pros:

When you outsource the application, screening, and initial interview processes, you save time, energy and maybe money. Your recruiting agency can talk to several candidates each day. They usually have access to high quality individuals because they have spent and continue to spend the time and energy scoring LinkedIn, job sites etc. looking for talent in every industry.

Recruiters want to succeed in finding you the best and hopefully the right candidate so you will likely to continue the relationship.

Cons:

Working with another person provides countless opportunities for miscommunication. Since the hiring agency doesn't know you, your company, your culture, and your mission as well as you do, it might misrepresent your company and/ or the job position. And correcting these types of mistakes means lost trust, time, energy, and money.

There are many pros and cons, it's up to you to weigh them up and decide what suits your company and budget!

Posting on job sites:

Job sites have become a major player in the job search and hiring processes in recent years. However, you don't want to sign up and post on any job site. You need a reputable site with proven results. You need to do your research which job site would best fit your company's needs.

Here are a couple to get you started:



Indeed is the #1 job site in the world¹ with over 250M unique visitors every month. Indeed strives to put job seekers first, giving them free access to search for jobs, post resumes, and research companies. Indeed connect millions of job seekers and employers by giving them “free access to search for jobs, post resumes, and research companies and candidates. Indeed is the place to match people and positions.

Check out the pros and cons before you make a decision.



Founded in Melbourne, Australia in 1997, SEEK is a market leader in online employment marketplaces operating across Asia Pacific and Latin America. With the idea to make it easier and quicker for candidates and hirers to connect by moving print newspaper job ads online, www.seek.com.au was officially launched in 1998.

Today SEEK is one of Australia’s Top 50* listed companies, employing more than 3,000 people across the globe. With a clear purpose of helping people live more fulfilling and productive working lives and helping organisations succeed, SEEK has exposure to 900 million people, 50 million candidate relationships and 300,000 hirer relationships.

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