

HEADHUNTER

Talent scouts for companies

Headhunters, executive searchers, and personnel consultants all aim to connect companies with qualified professionals. Unlike recruiters who support job seekers, headhunters exclusively work on behalf of companies. They are commissioned when job ads fail to attract suitable candidates—no longer just for executive roles, but increasingly for specialists as well. Their main tool is the direct approach (Direct Search) to identify and contact potential candidates who may not be actively looking.

Sourcers: internal headhunters

With platforms like LinkedIn, companies now conduct their own talent searches. Internal recruiters—often with a background in headhunting—engage in Active Sourcing. They screen profiles and directly contact promising individuals. For professionals, this creates opportunity: a strong LinkedIn profile ensures visibility even when not actively job hunting. Many top positions are filled before they're ever advertised. Being findable is therefore part of smart career planning.