

HEADHUNTER

Many attractive roles are filled before they ever become public. Headhunters are the reason why.

Terms such as headhunter, recruitment consultant or executive searcher describe different roles – all with a shared objective: to find qualified talent for companies. Unlike recruitment agencies that work on behalf of job seekers, headhunters act exclusively for employers. They are typically engaged when traditional job postings fail to deliver results – and no longer only for senior executives, but increasingly also for specialised professionals. Their key tool is the direct approach of suitable candidates, many of whom are not actively looking – known as direct search.

With the rise of digital networks such as LinkedIn, the landscape has expanded. Today, it is not only external headhunters who engage in active sourcing – in-house recruiters are increasingly taking on this role as well. They analyse profiles and approach relevant candidates directly.

For job seekers, this means: those who position themselves with a strong and compelling LinkedIn profile become discoverable – even without actively searching for a job. Visibility is the best preparation for an opportunity you do not yet know exists.

Articles on headhunters (all articles)

- Job search? Think like a headhunter!
- LinkedIn works like banking