

RECRUITER

Recruiting was once just one task among many in HR. Today, it is a profession in its own right – with growing demands.

High turnover and skills shortages require a professional, strategic approach. Recruiters no longer rely solely on job postings. They actively search social networks such as LinkedIn, approach candidates directly, and tap into the hidden job market – much like traditional headhunters.

Recruiters work on behalf of hiring managers – the line managers with staffing needs. Together, they define the required profile. Depending on experience, the recruiter may handle the initial screening or take full responsibility for sourcing candidates. What is required today goes far beyond administrative competence: strategic thinking, psychological insight, and a realistic view of people.

Those who want to assess others convincingly must also be aware of their own perceptual biases – and be willing to ask critical questions. Even when dealing with highly qualified candidates.

Articles on recruiters (all articles)

- Applying and recruiting work like investing
- How recruiters read your application documents – yes, they still read them!