

Five Tips to Effectively Use a Recruiting Call

(As seen on Raps.org)

Another Recruiting Call...

As a regulatory affairs professional in the current market, receiving three or four recruiting calls a day is not unusual. Biotechnology, pharmaceutical and medical device companies are waging a war for top talent, and experience relating to and understanding of FDA is of key importance. As a result, professional recruiting firms are searching for seasoned individuals. Professional development is a full time job, and good recruiters help an individual achieve career goals more efficiently and effectively by knowing the market, understanding the regulatory affairs profession, and having direct access to hiring authorities within client companies.

The question for regulatory affairs professionals is how to appropriately perceive the value of and effectively use a recruiting call to maximize the achievement of individual career goals. The answer is five-fold.

1. **Understanding the philosophy of the recruiting call**

First, a recruiting call is a good thing. Successful recruiters establish long-term mutually beneficial relationships with career-minded professionals, and the beginning of that process is an initial phone call. The end result could simply be the exchange of knowledge concerning the industry, or ideally, help in finding a career advancement opportunity...

2. **Determining a recruiter's value**

Recruiters deal in knowledge and opportunity, and valuable recruiters have the expertise to understand and discuss the industry and leverage their contacts in the market leading to career options. For instance...

3. **Handling the call in the immediate**

Since recruiting calls are almost always unscheduled, handling the call appropriately in the immediate is an important step in the process. If time and the situation permits, take the call right away. Otherwise...

4. **Establishing a relationship with the right recruiter**

Working with the right recruiter is essential in career planning. All too often, selecting a recruiter only depends on what particular opportunity is presented at any specific moment. Timing is key in life, and career advancement is no exception...

5. **Managing the relationship for the future**

The final step in maximizing results when working with a recruiter is to successfully manage the relationship for long-term career growth. Always keep an updated resume. Not only does it help in a more timely pursuit of opportunity, but...