



Case Study 2

Why I submitted my “perfect candidate” for one job...ever.

I have a designer (John) in my stable that is very talented, passionate and high energy. John's "passion" would cause him to apply for every job I had that was even close to his skill set. Much to his chagrin I refused to send him on interviews for all of the positions he submitted for. John came to believe that I had something against him and eventually stopped submitting his resume to me. What John didn't know was that I believed John was great and with the right environment John would flourish. While John submitted his resume to me for years I never wasted his time, or my client's time, by submitting him just to play the numbers game.

Then one day the ideal position came across my desk and I knew I had the ideal candidate for my client. I sent John on the interview and he nailed it and got hired straight away. Most recruiters believe in sending every candidate they can in the hopes one will stick (this is known as the spaghetti method). I believe sending any/every candidate on a search assignment wastes my client's valuable time. I truly believe in finding a perfect match for a company and John is just one example of that.