

Headhunters

The word headhunter may sound macabre if you consider its meaning literally: the primitive practice of taking and preserving a person's head after killing him. However, nowadays the word **headhunter** refers to special recruiters who work on behalf of companies that don't have time to look for perfectly qualified candidates that match some specific criteria. They metaphorically headhunt people for very important positions, persuading them to leave the organisation they already work for.

"You don't need to call us; we'll find you!" is a headhunter's motto.

In general, headhunters have no interest in helping a job seeker because they are solely focused on the needs of their client: the company. Each headhunter usually works only on a limited number of searches at any one time and they do not pay attention to CVs if they don't match the positions they are seeking to fill. They get fees based entirely on making successful placements, which vary from 20-30% of the annual salary of the candidate that gets employed.

If you are new to the job market, contacting headhunters is a waste of time because most employers don't use them to fill junior positions. However, if you know what you want to do, and are well qualified to do it, you can contact them, remembering that they are only useful connections, rather than people who will help you find your next job. Therefore, it's likely you will not hear back from most of the contacted headhunters; however, this does not imply a negative feedback on your skills or on your background but it simply means that you are not suitable for the positions they are currently working on.



- 1 Imagine you are a headhunter. Where would you look for information about your possible recruits? How would you contact them?

