

LOOKING FOR THE IDEAL SLOT IN SAN DIEGO?

Then Hook Up with a Local Recruiter

Despite the turmoil in the telecom industry right now, many San Diego firms have a need for technologists and managers with strong, proven talents. Even while many firms are reducing head count, they're still filling key staff positions.

If you are one of the many people in telecom seeking to relocate in San Diego, you'll increase your prospects markedly by creating relationships with a few good headhunters. In the event you are contacted by a recruiter, you need to be prepared to respond professionally. *Here's how:*

1. Take the call—in privacy. Make sure you've got 10 to 15 minutes to focus on the conversation. Otherwise, take a phone number and call when you can speak freely.

2. Don't leap to conclusions. They're not necessarily offering you the job—or trying to find you a job at all. The recruiter is working for the client, not for you.

3. Size 'em up. Research the recruiter's reputation, or ask as many questions as you can about the position, the company and the telecom industry in general, and assess the recruiter's knowledge and professionalism.

4. Listen and learn. Recruiters who specialize in telecom know everything that's going on in the industry and in competitive firms. They can advise you on your resume, salary level and marketability—and they're happy to do so. Headhunting is a two-way street, so cooperate fully with your recruiter to get the best return.

5. Ask if the recruiter is retained or on contingency. Contingency firms working in telecom tend to work below the executive level, in technical and managerial positions. They receive their fee from the client company if and when the recruiter sends in a candidate who is ultimately hired. Retained firms tend to work on the \$100,000-plus level and

are paid up front—and are therefore expected to put in many hours, presenting a number of candidates.

6. Have your resume up to date. The time to update your resume is the day you start a new job.

7. Don't overinflate yourself. Overstating your skills, education, career history or salary is a waste of time—and self-defeating to boot. A look at your resume and a few phone calls is all it will take to determine the truth; and you'll never hear from that recruiter again.

8. If you're not interested, give referrals, but good ones only. Don't name your friend just because he's out of work, or a colleague because you owe her a favor. If those people are not qualified, the misinformation will come back to haunt you.

9. Tell the recruiter what you do want, and be clear about it. Be a savvy candidate and you'll hear back from your recruiter.

10. Stay in touch. If you like the recruiter—particularly if he or she specializes in telecom—keep them up to date on any changes in your career, salary, address or goals. It is in your best interest to develop a long-term relationship with a headhunter because you may never have to look for a job again.



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