



On Being a Stand-out Contract Recruiter

Eric Celidonio and Sahana Nazeer
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WE'RE IN A NEW ERA

An 'old' motto of contract recruiting was "ABC" [Always Be Closing].

Given the change in the workforce and job market, contract recruiters need more than just ABC to stand out to candidates and clients.





“

Change is inevitable.
Growth is optional.

John C Maxwell

”

12 IMMUTABLE QUALITIES OF A GREAT CONTRACT RECRUITER

3

MINDSETS

4

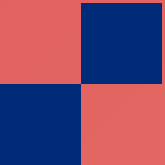
CHARACTERISTICS

5

BEHAVIORS



MINDSETS





01

KAIZEN MINDSET

KAIZEN MINDSET



“GOOD CHANGE”

Competitive strategy in which all employees work together to create a strong culture of constant improvement.



MAKE BETTER

You can always create opportunities to improve yourself and/or your working environment. If you see an issue, present a solution.



02

SHOW YOUR METTLE



COMPETE + COLLABORATE ARE NOT MUTUALLY EXCLUSIVE

How do you assess your own performance? Do you set + track metrics? What are your definitions of “good”, “great”, and “best”?



03

REPUTATION COGNIZANCE



DO YOU KNOW WHAT YOU'RE DOING, AND WHY?



BASICS

Master the fundamental skills and put your own spin/style on them



CUSTOMER SERVICE

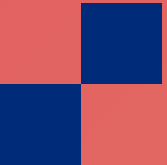
Make candidates and clients feel special by nurturing those relationships



LITTLE THINGS

Stand out by having the "in" on your candidates, clients, and market state

CHARACTERISTICS



A man with a beard and short brown hair, wearing a light blue button-down shirt, is sitting at a wooden desk. He is smiling and looking towards the camera. His hands are on a laptop keyboard. On the desk, there is also a pen holder with several pens, a smartphone, and a pair of glasses. In the background, a woman in a grey blazer is standing and holding a tablet. The scene is set in an office with white shelves holding binders. The entire image has a blue overlay.

04

SENSE OF URGENCY

CONTRACT VERSUS CORPORATE RECRUITERS



TIMELINESS

Someone who prioritizes work and effectively completes tasks can easily stand out in the corporate setting.



COMPLACENCY

Do not fall trap to stagnation especially after you've had some success. Sprint out the gate for every new requisition!

05

MODEL INTEGRITY



MUTUAL TRUST IS PARAMOUNT



CANDIDATES

“I don’t know off the top of my head. I’ll find out and get back to you tomorrow.”



CLIENTS

Is the time you billed truly the time you spent with full focus and understanding?

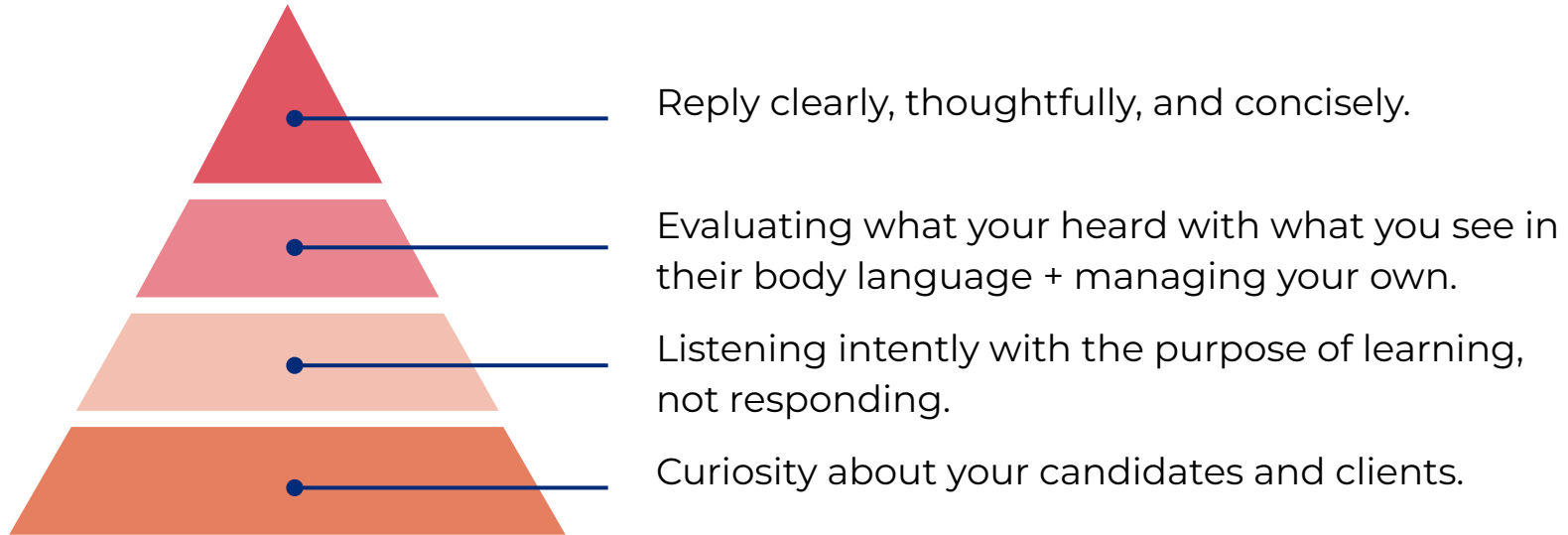




06

LISTEN + BE HEARD

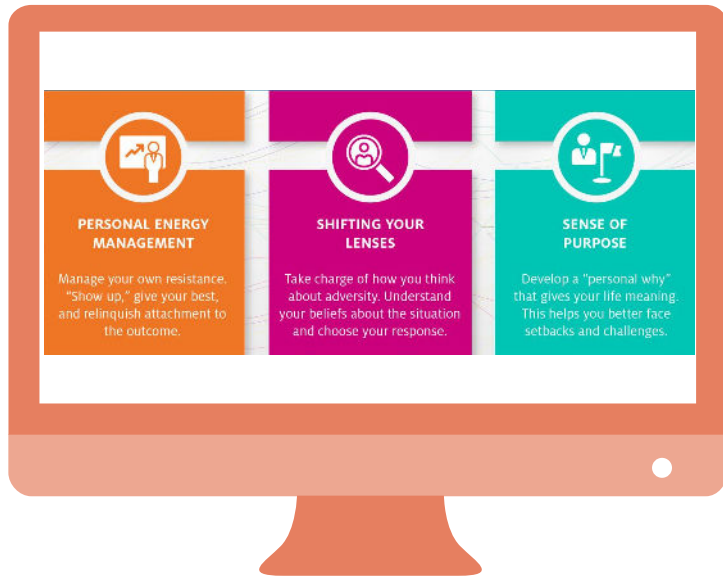
COMMUNICATION IS A MULTIFACETED PROCESS





07

BUILD RESILIENCE

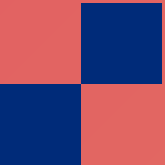


A BIOTECH MALAISE

We are in a market that consists of a talent war, salary inflation, and burnout. There is no shortage of capital.

A large, faint, light orange lightbulb shape is centered in the background of the slide.

BEHAVIORS





08

KNOW THE CLIENT'S EVP

EMPLOYEE VALUE PROPOSITION

Know the pros + cons of the organization before you begin a requisition.

- Why does your client stand out
- Why is this position desirable
- What are the department's dynamics

Be aware of the client's competitors and monitor progress, setbacks, and updates.

Use where your client stacks up to recruit for the phenotype that best fits.



09

INTEROFFICE NEUTRALITY





NEUTRAL

is the safest stance.

ALIGN

with good ideas, not
specific people.

TABOO

subjects may lead to lost
chances at collaboration.



10

PROACTIVE BEHAVIOR

ANTICIPATE LIKE A BOSS



REQUISITION

Know why this job opening exists



SKILL SET

HMs may not consider other factors



PROGRAM

Be able to speak to the long-term goals



CULTURE

Emphasize the impact of even one individual



FRONTLOAD

Prepare your HM for their additional work



PATIENCE

Positions can take 3+ months to fill



11

INCORPORATE TECHNOLOGY



GIVE YOURSELF MORE TIME

To focus on the
human-dependent
aspects of the job:
empathy,
inquisitiveness, and
creativity



12

CELEBRATE YOUR WINS

A man with a beard and a woman with blonde hair are shaking hands in an office setting. The man is wearing a dark suit jacket over a light blue shirt and a watch. The woman is wearing a dark blazer over a light blue shirt and a pearl necklace. They are both smiling and looking at each other. The background is a blurred office environment with a large screen displaying the text "Surround with talent".

**CHAMPION YOUR WORK
WITH ENTHUSIASM FOR
OTHERS' EFFORTS TOO**

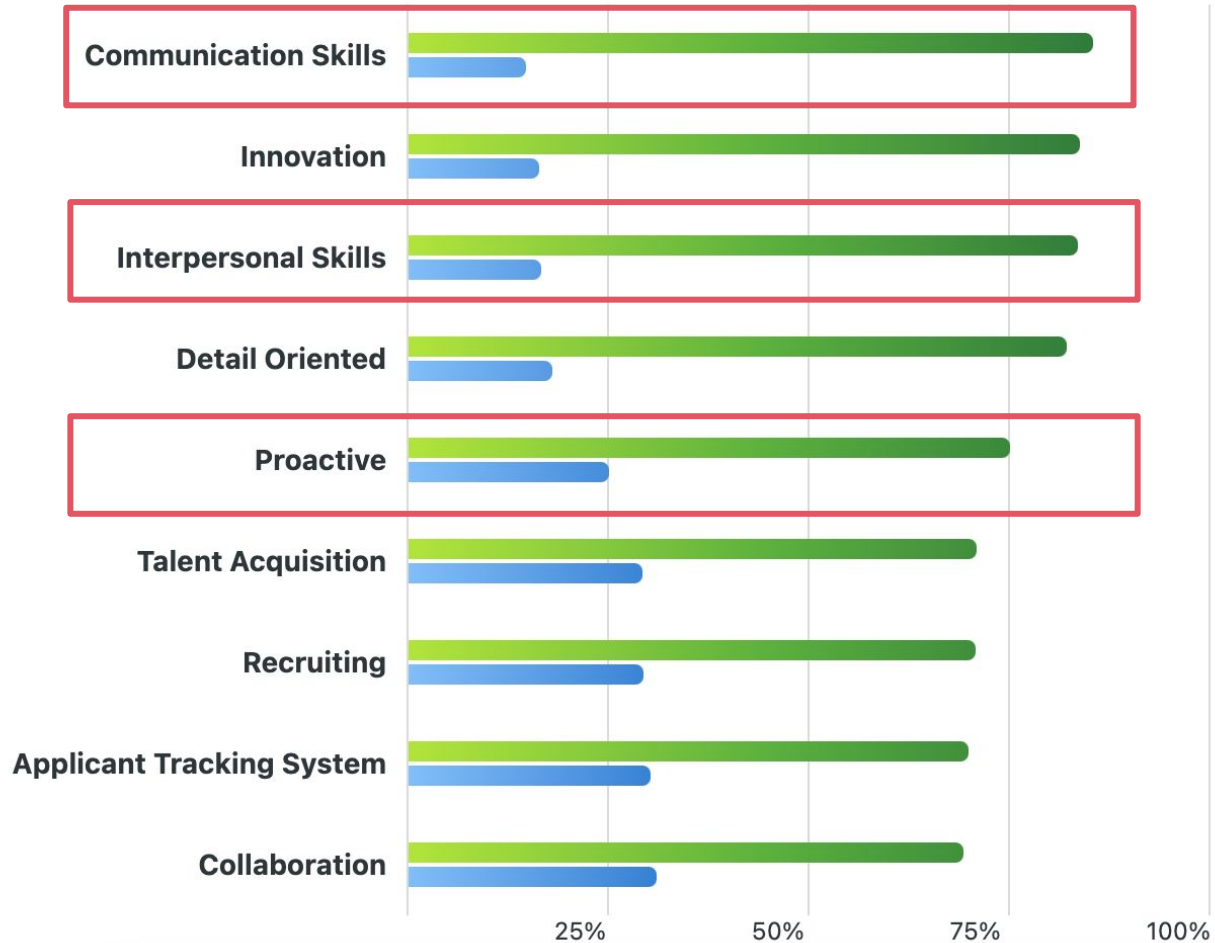


“

People will forget what you said, people
will forget what you did, but people will
never forget how you made them feel.

Maya Angelou

”







THANKS

Do you have any questions?

eric@sci.bio
508-930-1270
www.sci.bio



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