

## **“My recruiting budget has been eliminated”**

**Rebuttal #1:** *“What other budgets do you have access to? Meaning, I have clients that have a recruiting budget. They also have a marketing budget, they have a consulting budget, they have an advertising budget, they have other budgets that they have access to. They have monies that have been earmarked for certain things, but ultimately they know they can shuffle monies around if necessary. Is there another budget that if my invoice was not called a ‘search fee’, but was called instead (as an example) a ‘consulting fee’ – we’ll call it whatever we need to call it for it to fit the budget dollars that you have access to. So, what other budgets do you have access to?”*

**Rebuttal #2:** *“I am assuming that you don’t have a recruiting budget because you currently have no needs – is that the case?” (Yes) “This individual is clearly a ‘create the need’ individual. You will need to ascertain if the value that he brings far outweighs the fee that it would cost you. Add up every possible cost incurred - include the search fee, possible training, maybe even relocation if that’s the case. Unless all of that was worth it, there would be zero investment on your part and actually no recruiting budget even needed until the level of talent justified it. So the fact that you have no budget is a moot point until you’ve decided that I’ve got someone talented enough to bring on board – so let’s cross that bridge when we come to it. Now that we’ve cleared that up, what other issues will stand in the way of you reviewing this resume?”*

**Rebuttal #3:** *“I understand. Recruiting budgets are always a moving target. If there was someone that absolutely would improve your bottom line and increase your chances for acquiring new work, could you take that person to the powers that be and potentially get approval to hire them on a case by case basis? Instead of looking at it as a ‘recruiting budget’ it would seem to be more along the lines of an ‘acquisition’ budget?”*