

“We do not use recruiters” or “We aren’t using recruiters on this search”

Rebuttal #1: *“What if the cost of not hiring a better candidate turns out to be several times as expensive as our fee? Are you open to considering that some functions of a company are best left to the people that truly focus on those areas? Paying recruiting fees is not normally high on people’s ‘to do’ list but no different than your accountant, attorney or your other consultants; it sometimes is worth entrusting that process to someone that is going to be effective and beneficial to the process. Ultimately, you are only ever going to pay our fee if, and only if, you want to. Sound fair?”*

Rebuttal #2: *“Do you have any investments?” (Yes) “So do I. When I invest my money, I don’t go online and pick the stocks that I think look good based on my very, very limited knowledge of stocks. I pay someone, because I know that in the long run, they are going to do it much better than I am. I’m not saying you should just pay a recruiter – I’m saying you should pay a specialist. Let me be very clear – don’t just pay a recruiter – pay someone who specializes specifically in the (type of) positions that you need filled. Someone who specializes in **identifying, attracting, and landing** the specific talent you are looking for. Are you open to considering a specialist to help you with this opening?”*

Rebuttal #3: *“I’m not saying that I’m going into the marketplace telling every qualified person your story and attracting the best people to you. That is what I do for my engaged clients. But as I am working for those clients, I am bound to find strong people that for one reason or another aren’t right for them, interested in them or ... are in the wrong location. What particular people would you be interested in seeing?”*

Rebuttal #4: *“Why?”*

Rebuttal #5: *“If your internal team is delivering the results that you want, then you shouldn’t use recruiters. So my question back to you is – are they?”*

“If your internal team is delivering, then kudos to you and I understand it. If they aren’t, (as it sounds like from where you said they are falling short), then you have two issues, and your problems are actually bigger than you think. Not only do you still have a position that is unfilled, but now you have dollars and resources being spent to manage an ineffective hiring team. Ironically, I can help you with both. I can help you fill your position, and then I can either help train your internal team to get better at attracting candidates, or you can outsource that function to me and achieve a whole new level of effectiveness. Who makes the first small decision in that equation – which is to combine my efforts with your internal ones?”



Rebuttal #6: *"I get that. How many people do you have on your internal hiring team?" (We will use 3 for this example)*

"And do they specialize in (the type of position you specialize in – pharmacists for this example), or are they generalists?"

"Okay, so you have 3 people who are responsible for all of your hiring, and you have how many employees in your organization – (#)? So they are responsible for hiring not only the best pharmacists, but also the best people to clean the floors, the best chef for the hot lunch line, and the best nurse for the night shifts. You have 3 generalists working on (I would assume) over 10 different positions. Let's compare that to our team - my team has (# of) people and we have a network of (# of) pharmacists. Only pharmacists. We are specialists – that's it. We don't do anything else. You want a (other type of position)? I can't help you. But I can promise you that your 3 people filling 10 different types of positions doesn't have half the reach of my team filling only one. Does this approach sound different than what you're used to hearing about?"