



Candidate Code of Conduct

Working with A Recruiting Firm

A Recruiting Firm is a tremendous asset when it comes to finding the right place to advance your career. An agency's expertise and industry contacts create a strong likelihood you'll find a better employment fit that you wouldn't have known about if you weren't actively looking, and faster than you would if searching on your own. Our goal at Weaver Partners is always to help a candidate achieve their best possible outcome.

In order to accomplish this, we expect that a candidate act with integrity and professionalism throughout the job-hunting process. How you conduct yourself at this point often says a lot about what kind of employee you might be. Below are some guidelines for when you've decided to explore an opportunity from a recruiting firm.

Transparency

Help your recruiter to think the same way you do, so they can better advocate for your professional needs. Don't keep them at arm's length. It's best to be a straight shooter. Do a thorough job in preparing for your meetings and bring the recruiter into your circle. Your recruiter is your advocate. It is critical to openly communicate in regards to your current career and personal situation and what you would like to see in your next opportunity. The better your recruiter understands where you are and where you want to go the more energy they are going to put into helping you find that next step. Open, honest and transparent communication with your recruiter is integral to forming a successful partnership to help you reach your career aspirations.

Don't Hedge Your Bets

If you've previously applied for a position, make your recruiter aware of it. Depending on the language of the contract a recruiting firm has with their client, there is a very good chance that the firm won't be able to represent you with that company. You may think you're doing the right thing, but if an HR department spots two submissions, they're very likely to put you on the backburner. They'll flag you as untrustworthy or as someone with poor attention to detail and neither traits are desirable in a candidate.

Professionalism

It's critical to conduct yourself in a professional manner with a recruiting firm and on any potential job interviews. Good follow through and a timely response indicate what type of employee you're likely to be. Your recruiting firm represents many clients and have long term relationships with them. Their clients trust their input in the hiring process and recruiters will often get asked about candidates' follow through and professionalism.

Our Commitment to You

At Weaver Partners, we work hard to make our candidates more marketable, and provide exposure to new job opportunities that you might not have known about. We also provide consulting services to increase candidate marketability. Our relationship with candidates grows throughout the recruiting process. If you would like to make yourself more marketable in today's economy contact us at (630) 425-3211.

**We would love to talk to you today about building
a long standing relationship for the future!**



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