

## Helpful Hints for an Effective Client– Recruiter Relationship

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The client/recruiter relationship can be a very productive and mutually beneficial relationship for both parties. Clients engage Recruiters when they need hard to find resources or when they have a particularly sensitive position they need to fill. Good recruiters tend to have established networks; are very knowledgeable of the Practice Area(s) that they focus on; and, are a good source for “pocket” candidates that are gainfully employed and not necessarily looking for new positions. Good Recruiters tend to be the front lines in understanding staffing trends, both from companies and from the candidate perspectives.

Below are some suggestions on how to make this relationship more successful and get the best candidates in place in the shortest amount of time.

Recruiters can help by giving the Client feedback on the search requirements. Does the compensation package match the skill requirement’s? Is the stated salary yielding qualified candidates for that range, etc.? Provide regular updates for all search activity and all candidates status in the process. Advise Clients if candidates have other offers or potential offers along with candidates’ overall level of interest so that the client can determine appropriate pace of recruitment.

Clients can help the recruiting process by providing compensation information and job descriptions, but also a perspective of the company culture. What type of personalities fit the best within this culture? What are the Clients expectations for communication and status? Provide at least initial access to the hiring manager to get first hand perspective on what they are looking for. Provide prompt feedback to Recruiters for candidate suitability. Quite often candidates will lose interest if they don’t believe the company is serious about them in the recruiting phase.

If these comments are helpful and you would like to learn more, please contact [dan@pin-pointsolutions.com](mailto:dan@pin-pointsolutions.com). For additional information, visit our practice area pages:

- [Aerospace & Defense Practice Area Page](#)
- [Engineering Practice Area Page](#)

## Current Highlighted Searches



- **Director of Engineering**– GA
- **Site Leader** – NY, CA
- **Welding Engineer**– NY
- **Quality Manager** – GA
- **Quality Engineer**– GA
- **Manufacturing Engineers** – GA, IN
- **Production Supervisors** – GA
- **Recruiters** – IL, OH, NY, TX
- **MRO Engineering Manager** – CA
- **Division Engineering Manager** – CA
- **Plant Manager** – MI
- **Site Quality Leader** – GA, CA, UT
- **Value Stream Manager** – UT
- **Division Ops Director** - TX



## Meet the Team



Dan O'Connor is an Aerospace professional with over 30 years of experience in Engineering Management, Operations Management, Program Management and Customer Interface. He has supported both large and small companies that include Boeing, General Dynamics, Lockheed and D3 Technologies/LMI Aerospace.

Dan's strong technical background and leadership capabilities were recognized by D3 Technologies when they acted on his proposal in 2005 to build, staff and manage the Southeast Division in Greenville, SC. During his tenure there as Director of Engineering, he procured and/or managed the support of new aircraft development programs with Lockheed, Boeing commercial platforms, Airbus, Honda Jet, Spirit Aerospace, Triumph and many more.

During this time, Dan has also supported the Upstate Aviation Cluster in efforts to stimulate growth and coordination of aviation companies in South Carolina and is an active member of the South Carolina Aerospace Advisory Board. Dan's role is Managing Director - Engineering, with a focus on Aerospace and Defense.

