

Salaries are skyrocketing. I've seen agencies pay Junior consultants 90k + super + comms in the past few Months. That to me is unsustainable and unfair to the Consultant long-term. The pressure of what that agency will expect for a 90k base will typically be far greater than the capability of said consultant. Leaving them under pressure and likely to move on when they are unable to deliver at the level of that salary.

Just be mindful of large salaries across all levels. Companies are offering huge salaries to get people through the door. You need to delve deep into expectations. Also, there is often a reason companies have to pay greater than industry averages. Uncover these reasons.

If you're looking for some unbiased advice around your interviews/companies you're considering, please feel free to give me a call. We only work with a handful of carefully selected clients on a retained basis, but I know a large portion of the agencies in Aus so should be able to give you some insights.

In the last few weeks alone, I've helped 8 candidates decline the offers they were about to accept. I assisted them in coming up with some probing questions that they were able to ask said company and realise it wasn't what it first appeared to be.

It is your job as a candidate to do your due diligence with your career moves.

Here to help if anyone needs ;-)

0423 332 009

03 9917 5285

[#careerhelp](#) [#careeradvice](#) [#recruitment](#)
[Spencer Lane](#)

likes – 187

comments -12

https://www.linkedin.com/posts/ezkhan_careerhelp-careeradvice-recruitment-activity-6828180588403466240-lami

A fresh new look to our brand, and a fresh new face to the [Spencer Lane](#) team!!!! I am beyond thrilled to welcome [Emma Graham](#) as a business partner here at Spencer Lane. Emma's vast experience speaks for itself and I've no doubt she will do a wonderful job in helping me build Spencer Lane further.

Same great service, more sectors!

Emma will be focused on building out a digital marketing recruitment arm of the business which she has a strong background in doing. Emma and I have actually worked together in the past so I'm delighted to bring the band back together!

Emma's strong leadership skills, her values alignment as well as the fact I get to work with someone who I can learn from, were all very strong reasons to partner with her.

Welcome, Emma Graham! It only took me 2 years of knocking on your door to get you on board!
Worth it 😊

[#marketingrecruitment](#) [#recruitment](#) [#evolution](#) [#growth](#) [#salesrecruitment](#)

Like – 61

Comments 31

Video View = 1572

https://www.linkedin.com/posts/ezkhan_marketingrecruitment-recruitment-evolution-activity-6828126085780164608-rKOP

When I got my first leadership role, I got in my head about how I hadn't done this before and so started the self-doubt chat with myself "what the f&*k am I doing, I've never done this before". The imposter syndrome was rife!

I knew how important it was to get it right, as having been in recruitment at this stage for over 6 years, I knew most people leave businesses because of poor leadership/management.

Before starting, I wrote a list of all the traits of good leaders that I had worked with in the past. As well as all the traits of the poor leader's I'd worked with and went from there...

Good traits; Self-awareness, Gratitude, Influence, Empathy, Authenticity, Clear vision that is shared, Resilience.

Bad traits: Lack of Integrity. No Adaptability. No Vision. Doesn't do what they say they're going to do/Poor communication.

If you find yourself going into your first leadership role, don't doubt yourself because you've never done it before. I've met managers who have been doing it for years and they're bloody awful at it! And in reverse, met consultants who go into their first leadership role and absolutely flourish! Past experience is not essential. Self-awareness and learning are.

What traits do you find the most important in a leader?

[#management](#) [#recruitment](#) [#leadership](#) [#people](#) [#leaders](#) [#leadershipdevelopment](#)

Likes = 84

Comments = 12

https://www.linkedin.com/posts/ezkhan_management-recruitment-leadership-activity-6825218834203512832-zDuf

For all my British connections out there, that are feeling a bit homesick (like me). Go get yourself online to this great store (link in comments) that has all of the British faves! Apologies in advance, I think I've just ordered all of their remaining space raiders! (If you know, you know).

Happy online shopping!

Likes = 87

Comments = 66

https://www.linkedin.com/posts/ezkhan_for-all-my-british-connections-out-there-activity-6824109554381402112-BpUj

In my first agency role, I thought my commission scheme was amazing. You only know what you know though. Turns out it wasn't that great once I compared it to other schemes out there.

After months of data gathering, our recruiter commission report is finally here! For your copy, please click on the link in the comments.

Hoping this is a valuable resource for agency owners and consultants who wish to benchmark their comms.

Thank you so much to everyone who input their data for our report. We've donated \$1 for each and every person who completed the survey to our charity partner Beyond Blue as a thank you for your time ;-)

[Spencer Lane - Executive Search & Advisory](#)
[Hume Scope](#)

[#recruiters](#) [#recruitmentconsultant](#) [#data](#) [#recruitmentjobs](#) [#recruitmenttraining](#)

Likes = 63

Comments =17

https://www.linkedin.com/posts/ezkhan_recruiters-recruitmentconsultant-data-activity-6820119423286870016-xgSn

With everyone's workloads increasing, I'm not surprised that a lot of clients have asked me about Virtual Assistants and my success with them. I've been working with my VA for over 5 years now and I'd highly recommend this type of outsourcing!

A few key points to note;

You must treat your VA as a true member of the team. I've seen far too many businesses not include their VA in team meetings/comms/team incentives etc. How do you expect someone in another country to get you, your business goals and push to achieve them if you don't include them?

You must invest in training and development in your VA. It took me a few Months of structured training as well as on-the-job training before we were humming. It's so worth it once you are! You can't expect someone to "hit the ground running". Outsourcing takes work.

I've popped a few links in the comments of a few VA Businesses we've used in the past.

Happy outsourcing!

[#recruitment](#) [#training](#) [#rec2rec](#) [#outsourcingsolutions](#)

https://www.linkedin.com/posts/ezkhan_recruitment-training-rec2rec-activity-6802750225665601536-oky-

likes =69

comments =23

I genuinely love my job. On-site getting to know our epic new client today in gorgeous Sydney. Watch this space tech recruiters. We've got some very cool roles we'll be bringing to you over the coming days.

[#hiring](#) [#recruitmentconsultant](#) [#recruiters](#) [#recruiting](#)

[Spencer Lane - Executive Search & Advisory](#)

Likes = 111

Comments= 4

https://www.linkedin.com/posts/ezkhan_hiring-recruitmentconsultant-recruiters-activity-6796229185087037440-1C_w

Recruiters, yes in this market, you can get a higher base salary from another company. But, please please be careful when moving for more in base salary. I've managed agencies, and a high base equals high expectations and gives the agency less room to allow you to build up your desk/area.

When you're on a big salary, results will be expected, and expected quickly! And guess what, when you are not billing quickly, questions will be asked, the pressure put on. It's not fun for anyone involved.

You're much better off looking at a more competitive comms structure rather than a higher base!

A 200k year billing consultant being paid \$100k+ super p year is not sustainable for an agency.

If you are starting to look at career options, we have some very well procured roles on that are paying well (not over the odds). Contact me for a confidential chat ;)

0423 332 009

ez@spencerlane.com.au

[#recruitment](#) [#hiring](#) [#recruiters](#) [#staffing](#) [#hr](#)

Likes = 65

Comments = 8

I keep hearing "we have over xx amount of jobs on at the moment". Although this on the surface sounds positive, it's an arbitrary figure. Some Consultants have over 50 jobs on! That's insane. How can you actually give a half-decent service when you're working on 50 jobs??!!!!

I think it's the perfect time to start seriously looking at a retained service. Guarantee outcomes. Guarantee your billings. Don't work on an insane amount of jobs.

Stats suggest you're only going to fill 1 in 4 roles on a contingent basis.

That's 3 out of 4 roles that will go unfilled by you.
3 out of 4 clients will see you as the consultant who didn't deliver.
3 out of 4 processes that you are not getting paid to do.

Go retained. Or at the very least, exclusive.

Reduce your workload. Focus on roles you will fill and make money from.

Everyone wins.

Your agency, candidates, and clients will thank you for it.

We only work retained here at [Spencer Lane - Executive Search & Advisory](#). Contact us if you're looking for a considered approach to your job search (We have around 14 retained roles on)

Clients looking to work with us - unfortunately we have a waitlist of 3-4 Months to take on any new clients. If you'd like to start the conversation, please reach out to me or [Kris Owens](#)

Likes = 60

Comments = 3

Such a high demand for good recruiters at the moment. Far surpasses pre-covid demand. What I'm seeing is some companies going into bidding wars for Consultants.

My advice to businesses - showcase your offering, get clear on the actual benefits of joining your business and offer what is reasonable. If you simply go higher on salary, what you'll end up with is people joining you for the wrong reasons - ie purely the \$\$\$. Money of course is a motivator, but it shouldn't be the only reason for someone joining your business. If it is, you will lose those people the minute another business offers more.

Hire people that want to work with you. Get clear on who you are as a business, what you stand for, your offering, and articulate it. Don't be afraid to "lose out" on a Consultant to someone else paying more. The right people will want to join you!

[#recruitmentconsultant](#) [#rec2rec](#) [#recruitmentcareers](#)

Likes =102

Comments =10

Workshop ready! 35 Receruitment professionals are ready to learn how to move from contingent to retained.

https://www.linkedin.com/posts/ezkhan_workshop-ready-35-receruitment-professionals-activity-6778072032077729792-sv2l

likes= 60

comments =6

Thrilled to announce the appointment of [Kris Owens](#) as Associate Director here at [Spencer Lane - Rec2Rec & Business Advisory](#). When looking for a superstar to join the team, like most, I had a huge "wish list". On said wish list was;

Someone who;

- ★ Has a genuine passion for the rec industry
- ★ Is continuously learning
- ★ Understands the power of branding/Social selling
- ★ Won't push people into roles just to make a buck
- ★ Is a good human!
- ★ Is driven to push themselves and out of their comfort zone
- ★ Is considered and calm
- ★ Is naturally curious

and it took us over a Year to find Kris who I can honestly say ticked every box! He is someone who I genuinely respect, trust and I'm super excited to welcome him to the Spencer Lane family ;)

Not only does Kris have over 7 Years of agency recruitment behind him, he operates with integrity, relentlessness (needed for what we do), honesty, and a genuine passion for the recruitment industry.

You'll see a lot of Kris over the coming weeks so please do connect with him if you haven't already!

Welcome to the team Kris!!!

[#recruitmentjobs](#) [#recruitment](#) [#hr](#) [#careers](#) [#happiness](#) [#hiring](#) [#recruitment](#) [#jobsearch](#) [#recruitmentjobs](#) [Todd Weinberg](#)

https://www.linkedin.com/posts/ezkhan_recruitmentjobs-recruitment-hr-activity-6772281211248283648-OGUN

likes = 151

comments = 55

Here we go again! 3 days WFH. As someone who prefers the office, it's a pain in the %\$*#, BUT, there are positives to every knock. Such as our company mascot, Spencer, as my work buddy for the day. See you all in the city on Thursday! I for one can't wait ;-)

[Spencer Lane - Rec2Rec & Business Advisory](#)

[#recruitmentjobs #r2r #rec2rec #recruitment2recruitment #recruitmentconsultant #wfh](#)

https://www.linkedin.com/posts/ezkhan_recruitmentjobs-r2r-rec2rec-activity-6766872529983291392-tQg7

Likes = 95

Comments =19

We've got this Melbourne!

I know it's "only 5 days", but it's psychologically tough, especially after last year. So if anyone wants to just have a chat to let off some steam/anxiety/hopelessness, please feel free to give me a buzz whenever you like. 0423 332 009.

Likes =85

Comments =3

Up and ready for our "6-step Content planning webinar for recruiters" kicking off at 9 am this morning! We still have a few spots left so it's not too late to register ;)

Link in comments to secure your spot ;-)

Laura Hopes Hume Scope

[#salestrainings #salestrainings #personaldevelopment #personalbranding](#)

Likes =71

Comments =11

A question I always ask myself in business - "How can I help my community".

A lot of us are feeling a bit flat this year, so when talking with my business partner [Laura Hopes](#) about how we could help, we figured we could provide our community with a FREE Wellness program.

At [Hume Scope](#) we are super passionate about health and wellbeing, gratitude, the power of meditation and COMMUNITY.

Join us for the next 12 weeks for monthly meditations and goal setting sessions, tips and tricks to inspire your wellness journey and connect with your fellow recruitment buddies to keep you inspired and accountable.

This is completely FREE to all Recruitment professionals who want to be the best version of themselves this year, and find more zen after the madness of 2020.

Comment below and we will invite you to our Whatsapp group- our first session kicks off on Friday!

Who's in?!

[#management](#) [#careers](#) [#socialnetworking](#) [#motivation](#) [#personaldevelopment](#) [#education](#) [#productivity](#) [#whatinspiresme](#) [#gettingthingsdone](#)

https://www.linkedin.com/posts/ezkhan_management-careers-socialnetworking-activity-6754534312936255489-oxDx

Likes = 54

Comments =40

Thank you from the bottom of my heart to everyone who has supported me and my business this year. It can be lonely running your own show sometimes, and having clients and candidates calling me throughout the lockdowns just to check-in and see how I'm doing meant the world.

It's not been an easy year, but you've made it much better!

- New clients retaining me – means the world.
- Consultants booking into our BD Course – means the world.
- Supportive industry connections – means the world.

Some of my personal highlights this year;

- Raising over 15k for [Beyond Blue](#) in our Charity fun run
- Assisting over 10 people who had been displaced due to Covid into new roles on a pro-bono basis
- Hiring the amazing [Todd Weinberg](#) into a fulltime researcher role with us
- Teaming up with [Laura Hopes](#) and launching a new business together – [Hume Scope](#)
- Launching a podcast series [Not Another Recruitment Podcast](#) and raising over 4k in sponsorship fee's for beyond blue
- The rec community banding together and being much more collaborative than I've ever seen it

Over and out 2020! You've been an interesting one. Let's never do it again.

[#humanresources](#) [#careers](#) [#jobinterviews](#) [#sales](#) [#strategy](#) [#management](#) [#hiring](#) [#recruitment](#) [#job search](#)

Likes = 116

Comments = 28

I've seen a number of recruitment agencies selling potential new recruiters a dream that isn't accurate or realistic.

I personally think this is a huge contributing factor to our industry's high turnover.

It's costly for the business, bad for company culture, bad for the recruiters' name in the market and overall just unethical practice.

So, I've put together a list of questions that Recruiters can ask a potential new employer to avoid a bad career move.

Would love to hear what other questions consultants ask at interview stage?

Hope this helps someone avoid a bad move ;-)

[#humanresources](#) [#careers](#) [#jobinterviews](#) [#sales](#) [#strategy](#) [#management](#) [#hiring](#) [#recruitment](#) [#job search](#)

[Spencer Lane - Rec2Rec & Business Advisory](#)
[Hume Scope](#)

Likes =75

Comments =13

https://www.linkedin.com/posts/ezkhan_humanresources-careers-jobinterviews-activity-6745089914947297280-cA61

Launching a new business while your current one is busier than ever and you've just come back from a week off and to top it off you have a house move in the same week.

I must be crazy!!!! That may be the case, but I wouldn't do it if I wasn't 100% in and passionate about the service the new business provides.

Introducing [Hume Scope](#)

[Laura Hopes](#) and I connected over our shared passion for best practice in the recruitment industry and our desire to constantly challenge the status quo of traditional and stale recruitment practices.

We joined forces to run a 'one time event' teaching Recruiters how to adopt modern Business

Development practices, and it sold out in 24 hours.

So we ran it again...and again...and then thought it was probably time to make things official.

We've combined our 25 years of experience to create a range of training courses that challenge traditional and outdated methodologies.

Join us on one of our courses!!! We've already 50% sold out of Jan & Feb Courses..... (Link to book in comments)

Thanks again to those who have already been on one of our courses and those who have booked already for next Yr. We're pumped to bring this offering to the rec community!

[#recruitmenttraining](#) [#humescope](#) [#recruitmentconsultant](#)

Likes = 140

Comments = 63

Want to know what fee % your peers are charging?

We conducted a survey to discover the average fees agencies are charging, if they've changed over the year and the impact of this on the market.

From 240 responses, our findings reveal several key trends – some which might come as a surprise to you.

There appears to have been an overall reduction in fees over the last 3 months for the recruitment industry as a whole, with nearly half of our participants reducing their fees across all sectors.

But while many did reduce their fees, a positive is that the fee disparity was very low. For example, the average perm fee for those who lowered was 14.7%, compared with 15% for those who didn't. Similarly in the temp space, those who lowered charged 31.6% compared to 34.6% for those who didn't.

For the full report (which is broken down into sectors) click on the link in the comments.

[#recruitmentconsultant](#) [#recruitmentlife](#) [#rec2rec](#) [#r2r](#) [#recruitment2recruitment](#)

[Spencer Lane - Rec2Rec & Business Advisory](#)

[Todd Weinberg](#) [Adelle Shrosbree](#)

https://www.linkedin.com/posts/ezkhan_recruitmentconsultant-recruitmentlife-rec2rec-activity-6741480871615840256-Mre2

Likes =64

Comments =27

Primed and ready for the [RCSA Australia and New Zealand](#) online end of year celebration 🍷🍷🍷🍷. After the Year we've all had, it's well deserved.

Thanks for putting it on team [RCSA Australia and New Zealand](#) and for sending us our awesome "Recruitini" cocktail kits. Great touch!

[Rachael Fisher \(She/Her\)](#) [Mark Louwen](#) [Charles Cameron](#) [Jodie Radley](#)

https://www.linkedin.com/posts/ezkhan_primed-and-ready-for-the-rdsa-australia-and-activity-6740132383858667520-MdpN

Likes =86

Comments =6

WE DID IT!!! 🍷🍷🍷🍷🍷 Last Saturday, myself & 15 recruitment superstars ran 60k's in [Spencer Lane - Rec2Rec & Business Advisory's](#) "world around Melbourne" baton fundraiser race.

Our goal was to raise \$15,000 for [Beyond Blue](#) (so far we've gotten to \$14,251). We're not done yet! There's still time to help us get to our \$15k goal. Link to donate in comments ;)

Thanks to our amazing runners;

[Jesse Bonnici](#) - [Pace Appointments \(VIC\) Pty Ltd](#)
[Leanne O'Connor](#) - [Natural Selection Group \(Australia\)](#)
[Elton Kelly](#) - [Natural Selection Group \(Australia\)](#)
[Harry Barker](#) - [FourQuarters Recruitment](#)
[Aaron McIntosh](#) - [Bullhorn](#)
[Bart Wolkowski](#) 🇵🇱 - [Redwolf + Rosch](#)
[Jarrod Withington](#) - [Redwolf + Rosch](#)
[Charles Cameron](#) - [RCSA Australia and New Zealand](#)
[Rafael Moyano](#)
[Lucy Sharp](#) - [Adecco](#)

[Daniel Close - Sharp & Carter](#)
[Jacob Scott - Sharp & Carter](#)
[Erin Devlin - people2people](#)
[Stuart Campbell - JV Recruitment Pty Ltd](#)
[James Farrey - Just Digital People](#)

[#recruitmentconsultant](#) [#hr](#) [#rec2rec](#) [#worldaroundmelbourne](#)

https://www.linkedin.com/posts/ezkhan_recruitmentconsultant-hr-rec2rec-activity-6737491505172242432-HuhQ

Likes = 165

Comments = 45

Tomorrow is the day! Myself & 14 Recruitment superstars will be running 60km's to raise much needed funds for [Beyond Blue](#). We're genuinely SOOOO grateful to everyone who has donated and gotten us to the \$12,000 mark. We're not far from our \$15,000 fundraising target and with your help we can get there ;-)

Please donate whatever you can. Even if it's a few Dollars, it all helps.

So proud to be part of the recruitment industry, who have shown an incredible amount of generosity!

Link to donate in comments ;-)

[Spencer Lane - Rec2Rec & Business Advisory](#)

[#recruitmentconsultant](#) [#recruitmentindustry](#) [#fundraising](#) [#mentalhealthatwork](#) [#mentalhealthsupport](#)

https://www.linkedin.com/posts/ezkhan_recruitmentconsultant-recruitmentindustry-activity-6735294791375978496-qCY7

Likes = 52

Comments = 20

Last Thursday I had one of those days. If you're a recruiter, you'll know. Everything was piling up, couldn't get hold of candidates or clients, interview feedback wasn't forthcoming, candidates ghosting... You get the jist...

The amazing [Helena Nield-Dumper](#), out of the blue, offered me a free mindfulness session to say thank you for a project we'd worked on. It came at exactly the right time! After a 10 hour work day, I settled in for a call with Helena and 20 minutes later, I got my clarity of thought back, my motivation and overall felt calm.

Thank's so much Helena! I genuinely believe every agency should have access to someone like you. We all know how tough recruitment can be, and a 20 minute session to reset and recoup helped my performance and no doubt would for others too.

Looking forward to reading your book 😊 For anyone interested in it, I'll pop the link to Helena's book in the comments.

[#recruitmentconsultant](#) [#r2r](#) [#recruitment](#) [#mindfulness](#) [#selfcare](#)

https://www.linkedin.com/posts/ezkhan_recruitmentconsultant-r2r-recruitment-activity-6734327798665646080-uMzm

Likes = 64

Comments = 5

Filled with gratitude today! HUGE HUGE heartfelt thank you to all those that have donated so far to [Spencer Lane - Rec2Rec & Business Advisory](#)'s Fundraiser run for [Beyond Blue](#). I woke up to the news that we'd just hit over \$8k in donations and are racing towards our \$15k target!

The generosity shown by donors and the runners has been amazing! Our industry coming together for a cause like this is pretty incredible and I'm proud to be part of it!

Thanks again everyone.

Have an awesome Fri & weekend and if you would like to donate, there is a link in comments ;-)

(ps that is me in the video! I shaved for the first time in 6 Yrs and now look like a child apparently).

[#recruitmentconsultant](#) [#worldaroundmelbourne](#) [#rec2rec](#)

https://www.linkedin.com/posts/ezkhan_recruitmentconsultant-worldaroundmelbourne-activity-6732803250296254464-ve-q

Likes = 72

Comments =27

"Retained work is only available for those recruiting senior level positions"

Something I would often tell myself when I was working contingent jobs years ago.

It's such a common misconception though.

I just placed a retained role which was for a Consultant level role paying 65k. So it's not just for the super senior roles. In fact, I've never ever worked contingent jobs at Spencer Lane. We're exclusively retained.

Retained work is simply smart business and clients need to be educated on the benefits of it. Of which there are SOOOO many!

You get paid for the work you do. The client gets your unwavering commitment to filling the role. Win win.

Thinking of doing a webinar on how I built my business on retained work only.... Would you guys be interested?

[#r2r](#) [#recruitmentconsultant](#) [#recruitmentjobs](#)

https://www.linkedin.com/posts/ezkhan_r2r-recruitmentconsultant-recruitmentjobs-activity-6732409615587282944-XQ2O

Likes = 139

Comments = 43

How do you manage recruitment burnout? Let's face it, it's been a tough few Month's and I've seen a lot of Consultant's burnout and even leave the industry.

Personally, one practice that I've implemented over the past Year or so is writing a gratitude journal in the morning. It's such a great way to get yourself in a positive and energised mindset for the day!

Listen to our latest podcast episode where we are joined by the awesome [Helena Nield-Dumper](#) who is a mindfulness expert. (LINK IN COMMENTS TO EPISODE)

Helena's business, [Attentive Minds](#), works closely with Recruiters to help them Manage Recruitment Burnout - and we discuss how to overcome this through Mindfulness.

Thanks so much Helena for your valuable time! Loved our chat!

And a huge thanks to [Bullhorn](#) for sponsoring our podcast series with their generous donation to our charity partner [Beyond Blue](#).

[#notanotherrecruitmentpodcast](#) [#recruitmentconsultant](#) [#rec2rec](#)

[Not Another Recruitment Podcast](#)
[Spencer Lane - Rec2Rec & Business Advisory](#)

https://www.linkedin.com/posts/ezkhan_notanotherrecruitmentpodcast-recruitmentconsultant-activity-6731674362530856960-1vsZ

Likes = 82
Comments=19

Excited to now have our final 13 runners signed up for the inaugural "World Around Melbourne" fundraiser run on the 21st November ;-)

With us not being able to go around the world at the moment, our amazing 13 runners will take our "world" baton all around Melbourne. 13 runners, 13 suburbs, all with the goal of raising 15k for our charity partner [Beyond Blue](#).

So far we have raised 5k and need your help to get to our 15k goal. Please donate using the link in comments. We would be eternally grateful!

Beyond blue do amazing work providing support to help everyone in Australia achieve their best possible mental health, and now more than ever they need our help.

Thanks to our amazing runners below;

[Jesse Bonnici](#) - [Pace Appointments \(VIC\) Pty Ltd](#)
[Leanne O'Connor](#) - [Natural Selection Group \(Australia\)](#)
[Harry Barker](#) - [FourQuarters Recruitment](#)
[Aaron McIntosh](#) - [Bullhorn](#)
[Bart Wolkowski](#)  - [Redwolf + Rosch](#)
[Charles Cameron](#) - [RCSA Australia and New Zealand](#)
[Rafael Moyano](#) -
[Daniel Close](#) - [Sharp & Carter](#)
[Jacob Scott](#) - [Sharp & Carter](#)
[Erin Devlin](#) - [people2people](#)
[Stuart Campbell](#) - [JV Recruitment Pty Ltd](#)
[James Farrey](#) - [Just Digital People](#)
Ez Khan - Spencer Lane

See you all at the finish line!

[#rec2rec](#) [#worldaroundmelbourne](#) [#recruitmentconsultant](#)

https://www.linkedin.com/posts/ezkhan_rec2rec-worldaroundmelbourne-recruitmentconsultant-activity-6729857919006851072-LFZu

Likes = 65

Comments =35

When I cleansed my database recently I found that around 40% of contacts had moved on/were inactive (my database was only a Year old at that stage). It got me thinking about other agencies and how often they cleanse their data....

Is your agency's database outdated? How often do you cleanse your data?

I'm stoked to bring you episode 6 of [Not Another Recruitment Podcast](#). In this episode I caught up with [Aaron McIntosh](#) from [Bullhorn](#) on the subject of data hygiene and how ultimately it benefits the bottom line. (Link to the episode in comments)

I'm a bit of a data geek so found this episode super interesting and took away heaps that I'll be looking into for my own business.

Thanks so much for your valuable time [Aaron McIntosh](#)!

[#recruitmentconsultant](#) [#rec2rec](#) [#r2r](#)
[Spencer Lane - Rec2Rec & Business Advisory](#)

https://www.linkedin.com/posts/ezkhan_recruitmentconsultant-rec2rec-r2r-activity-6726995301892198400-ZUeJ

Likes =71

Comments = 23

A cause close to my heart is mental health, with family, friends and myself all suffering from poor mental health at some point in our lives, I decided a Month or so ago to set myself a goal of raising \$15,000 for [Beyond Blue](#) (we've raised close to 5k already).

Are you ready to do your bit and join us for this challenge?

21st November. 14 Runners will run 5k each and pass a baton around Melbourne. 14 suburbs. 14 awesome runners from the rec industry.

We have 4 runners confirmed so far.

We need 10 more awesome recruitment runners to run 5k legs. !

Reach out now to confirm your spot.

If you'd like to donate, please click link in comments to help us get to the 15k target.

[Spencer Lane - Rec2Rec & Business Advisory](#) [Todd Weinberg](#) [Adelle Shrosbree](#)

Likes =61

Comments =38

Super stoked to find out that I was elected as a council Member for the [RCSA Australia and New Zealand](#) VIC/Tas region ;)

I'm thrilled that I'll be able to (in some small way) give back to a wonderful industry that has given me so much over the Years! A sincere thank you to everyone who voted for me & to the RCSA and the awesome work they do. Thrilled to be a part of it! 😊

https://www.linkedin.com/posts/ezkhan_super-stoked-to-find-out-that-i-was-elected-activity-6720153237711933440-Vof6

Likes =217

Comments =82

Fee %'s. Are agencies/Consultant's dropping these in an effort to win more business? Would you find it useful to know what the average fee %'s being charged across your sector?

If so, let me know.

I am thinking of doing some research/anonymous survey of consultants to find this info out (Only if my network would find this info useful)

https://www.linkedin.com/posts/ezkhan_rec2rec-recruitmentconsultant-r2r-activity-6719729667202519041-BhHx

Likes =94

Comments =22

Has anyone else done this? I realised yesterday that for the past Month, I've not had a single weekday evening off. Instead I've worked through most evenings and if I haven't worked through, I've been thinking about work. It's not great for mental wellbeing and I'm going to do something about it before I burn out.

I'm sure I'm not the only one who has overworked themselves throughout lockdown....

So, from today, for the next 4 weeks, I am switching my PC off at 6pm, having my usual morning workout before work, an hour lunch break (even if it is just a walk around port Melbourne) and making sure I carve out evenings for myself and not consumed with work.

I'm pretty sure this will make me, my partner, candidates and clients much happier when they're dealing with someone who has had a good balance at work and can work at 100!

Work life balance isn't just being able to work from home. It's not working from home.

[#rec2rec #r2r #recruitmentconsultant](#)
[Spencer Lane - Rec2Rec & Business Advisory](#)

https://www.linkedin.com/posts/ezkhan_rec2rec-r2r-recruitmentconsultant-activity-6719008545821536256-n4EY

Likes =273

Comments =65

Super stoked to welcome [Todd Weinberg](#) to the team at Spencer Lane. It's been a rough start to the Year with Covid (as it has been for most) but over the last few Month's we've been swamped with work and so an addition to the team is a very welcome relief!

Maybe I'll even get to take some time off soon! (No pressure Todd but I'm counting on you).

Todd is joining us as a Research Coordinator and will no doubt smash it!

If you haven't connected with Todd as yet, you can do so here: [Todd Weinberg](#).

[Spencer Lane - Rec2Rec & Business Advisory](#)

[#rec2rec #recruitmentconsultant #r2r](#)

https://www.linkedin.com/posts/ezkhan_rec2rec-recruitmentconsultant-r2r-activity-6717281043927457792-Nb31

Likes =76

Comments =11

You're probably sick of me banging on about video and how much it has played a part in building my business. Naturally, when I started my podcast series, I always had an episode in mind for the use of video in recruitment.

Very excited to have the amazing [Kristen Graham](#) from [VideoMyJob](#) and [Olivia Solomons, Video Presenting and Public Speaking Coach](#) from Glow on an episode of "not another recruitment podcast".


We chatted for an hour about the state of play with video in recruitment, where it works, how it works and why sometimes it doesn't work!

Listen to the full podcast episode by clicking the link in the comments.

A special shout out to our sponsor, Bullhorn, who generously donated \$2,000 to our affiliated charity, Beyond Blue.

Ps know someone doing something cool in recruitment? Pop them in touch with me/tag them, as I'm looking for future guests for the podcast series ;-)

[Ez Khan - Spencer Lane - Rec2Rec & Business Advisory](#)

 0423 332 009

 ez@spencerlane.com.au

[#rec2rec](#) [#personaldevelopment](#) [#personalbranding](#)

https://www.linkedin.com/posts/ezkhan_rec2rec-personaldevelopment-personalbranding-activity-6716833641235927041-4Nuw

Likes =81

Comments =23

Starting up your own rec agency or thinking about it? Give this podcast episode a listen. I chat to the incredibly knowledgeable [Rod Hore](#) from HHMC Global about starting up your own recruitment agency.

When I started my business a year and a half ago, I wish I had known Rod, as his advice is gold.

I loved recording this episode and I'm sure it'll be valuable for new business owners and those thinking about taking the plunge.

Thanks Rod!

Link to episode in comments.

[#r2r](#) [#recruitment2recruitment](#) [#rec2rec](#)

https://www.linkedin.com/posts/ezkhan_r2r-recruitment2recruitment-rec2rec-activity-6712231426974191616-UFGD

Likes =57

Comment =7

Do people still ad chase? And is it effective? I'm genuinely curious.

A few Consultants recently have mentioned to me that they've been doing ad chasing. I personally had thought this practice had died out Years ago?

Ad chasing (to me), seems like a really poor use of a Consultant's time and positions them as a

transactional Consultant/CV flicking service VS a recruitment partner.

With any BD I do, I pop myself in the client's shoes....

For the old school ad chase, my thought process goes a little something like this;

If I were a client and I got another recruiter calling me with the usual "Seeing how your ad is performing, I am in industry specialist and I have the perfect candidate for this role" call,

I'd 1) find it annoying 2) would think the person on the other end of the phone was an amateur as they don't know who I am, how my business truly operates and what we ultimately hire for 3) Would likely keep that Consultant in mind to not work with in future

Plan plan plan your bd activity intelligently would be my advice.

You want to stand out and you need to in this market.

Add value where you can to clients aside from just recruitment, and they WILL circle back to you when the time is right.

[#rec2rec #r2r #recruitment2recruitment](#)

https://www.linkedin.com/posts/ezkhan_rec2rec-r2r-recruitment2recruitment-activity-6712122549515489280-TzrW

Likes = 70

Comment = 39

You can make someone's day. Got this testimonial from an amazing lady/candidate/friend yesterday eve and it brightened up my day! If you have a spare 10 mins (I'm sure we all do), write someone who you value and have worked with a testimonial. It's a small gesture but could make someones day, especially when they take pride in the service they provide. It certainly made my day!

Thanks [Katie C.](#) You're a superstar!

Happy Friday all ;-)

[#r2r #rec2rec #recruitment2recruitment](#)

https://www.linkedin.com/posts/ezkhan_r2r-rec2rec-recruitment2recruitment-activity-6709955829325541376-iiJ8

Likes = 62

Comment = 7

The amazing [Laura Hopes](#) and I have teamed up to bring you a one off 4 week BD course for recruiters. Together, we'll deliver this course over 4 weeks to a group of no more than 10. Sign up asap so you don't miss out, as we won't be doing this again (Link in comments to book & further info).

We'll be going through research, database, tech, BD cycles, developing USP's, connecting with authenticity, content creation, utilisation of video, engaging with your audience with purpose, measuring success, refining your pitch and creating a positive/winning mindset and much more.

You'll walk away with a thorough BD plan that will see you through the next 12 Months.

Really excited to kick this off! The course starts on Friday 18th Sept. See you there!! ;-)

[#trainingprogram](#) [#businessdevelopment](#) [#recruitmentjobs](#)

https://www.linkedin.com/posts/ezkhan_trainingprogram-businessdevelopment-recruitmentjobs-activity-6708883654355091456-wpiK

Likes = 59

Comment = 22

People buy from those they trust. How do you plan to build trust with prospects? If you can't answer this, then you are not approaching your BD in an effective way in my opinion.

When you've built trust with prospects, THEY will call YOU to buy from you. Rather than you banging down their door asking for business like everyone else.

Don't do BD like everyone else. Continuous check-in calls & e-shotting available candidates isn't an effective BD strategy.

I've signed 2 new retainers this week off the back of a couple of Months purposely building trust with prospects and adding value to them without expecting immediate business.

Happy Friday all!

[#r2r](#) [#rec2rec](#) [#trustbuilding](#)

https://www.linkedin.com/posts/ezkhan_r2r-rec2rec-trustbuilding-activity-6707399975476830209-zHxL

Likes = 103

Comment = 22

Filled with gratitude this morning. This podcast means so much to me as one of the aims of it was to raise \$15,000 in sponsorship fees for [Beyond Blue](#). To date, we've confirmed over \$4,000 in sponsorship donations to beyond blue and we're not done yet! We're also doing a charity run (details to follow over the next week) so we can get to our 15k target!

Thank you so much to [Bullhorn](#) for their VERY generous donation to our charity to be the sponsor for the first 10 episodes of our podcast.

So stoked with our first episode getting to 100!!! Thank you to everyone who downloaded our first episode on emotional intelligence.

If you haven't listened to the podcast yet, please do so by clicking the link below. The more people who listen, the higher our sponsorship donations to our charity partner can get!

Our second episode will be released this week and it's another fab one!

[#emotionalintelligence #podcasting #rec2rec Spencer Lane - Rec2Rec & Business Advisory](#)

https://www.linkedin.com/posts/ezkhan_emotionalintelligence-podcasting-rec2rec-activity-6706694107089248256-dsYJ

Likes =103

Comment =24

So, I've finally released my podcast! Super excited to share the first episode on emotional intelligence in leadership with you.

My first guest speaker was [Amy Jacobson](#), an emotional behaviour expert, and what a first guest she was! Super insightful and passionate!.

We've recorded quite a few episodes and will be releasing them over the coming weeks so please subscribe to the podcast using the link in the comments.

Also, a huge thank you to [Bullhorn](#) and their generous donation of \$2,000 to our charity partner beyond blue, to sponsor our first 10 episodes. You guys rock!

If the podcast gets enough subscribers + downloads + reviews , it has a high chance of being featured. This will help more people hear about the show so please do leave a review and subscribe ;-)

[#rec2rec #r2r #emotionalintelligence](#)

https://www.linkedin.com/posts/ezkhan_rec2rec-r2r-emotionalintelligence-activity-6703803215542124544-j08

Likes =179, Comment =43

Over the last few weeks I've seen a huge increase in the number of Consultants (who are currently employed) reaching out to me to assist them in exploring new opportunities.

On the whole, they're looking for transparent, supportive leadership in their next roles.

Agency leaders/owners - You may have supported your team at the start of covid, but your job isn't done. You need to continue to provide clear transparent communication and support to your teams to ensure they stay loyal to you and your business, so when the upswing happens, they don't leave you for a new opportunity!

Your staff will remember long after covid passes, how you treated them.

[#rec2rec #recruitment2recruitment #r2r](#)

https://www.linkedin.com/posts/ezkhan_rec2rec-recruitment2recruitment-r2r-activity-6702376817958928384-wte9

Likes = 117

Comment = 1

New retained roles on. I couldn't be more excited to be representing these 2 amazing Tech/IT Recruitment businesses in Melbourne. Unique offering from both, real live vacancies, we are looking to interview asap. Check out our new jobs page on the Spencer Lane Website for more details on the roles (Link in comments).

Referral's very welcome (Thank you in advance) - \$500 voucher + \$500 donation to a charity of your choice for successful referral's.

[#rec2rec #r2r #recruitment2recruitment](#)

https://www.linkedin.com/posts/ezkhan_rec2rec-r2r-recruitment2recruitment-activity-6701989890667757568--lw9

Likes = 62

Comment = 7

Don't underestimate the value in a supportive network of people around you. I've been part of a group of business owners who supply to the rec industry for a Year or so now, we get together on occasion (more so during covid) and our catch ups are something I really look forward to and value immensely.

We don't just talk shop. We laugh, share books, support each other, share ideas and above all, just see how each other are doing.

I'd encourage everyone to get a group of professionals together outside of your immediate business.

What you get from this sort of network is invaluable to development and during covid (mental health). Can be lonely at the top without it!

You'd be surprised as to how many people would be open to joining a network like this. Ask a few of your clients, candidates, ex colleagues. I'm sure most of them would value it ;-)

[#rec2rec #r2r #recruitment2recruitment](#)
[Spencer Lane - Rec2Rec & Business Advisory](#)

[Karen Tisdell](#) [Olivia Solomons](#), [Video Presenting and Public Speaking Coach](#) [Rod Hore](#) [Belinda Kerr](#)

https://www.linkedin.com/posts/ezkhan_rec2rec-r2r-recruitment2recruitment-activity-6700901683901415424-KHOT

Likes =66
Comments =11

Highly recommend reading 'Dare To Lead' by Brené Brown. A thoroughly interesting read on the importance of vulnerability in leadership and the positive affects it has on collaboration, loyalty, happiness and ultimately bottom line results. Who wouldn't want a positive increase on bottom line results right now?

If you'd like my copy of the book, flick me a message with your address and I'll post it to you (First come first served).

[#rec2rec #r2r #recruitment2recruitment](#)
[Spencer Lane - Rec2Rec & Business Advisory](#)

https://www.linkedin.com/posts/ezkhan_rec2rec-r2r-recruitment2recruitment-activity-6699842886172848128-FpZ4

Likes =77
Comment =36

I was at a recruitment event a few Month's ago (back when we were allowed out in public) and the speaker asked the audience of 100+ agency owner/leaders to raise their hands if they used this term as a differentiator when pitching for new business;

"we are industry specialists"

Almost everyone raised their hands which surprised me.

Apparently that is what most are saying when pitching for work.

Now more than ever we need to stand out as Recruitment professionals.

What's your true differentiator?

Mine are;

- # I spend 2 days on site with each and every client before representing them
- # I create a promo video with each client showcasing their business/values/culture/people. This video is then shared with candidates I'm headhunting
- # I have managed a national rec agency before so I know their struggles in attracting talent
- # My average turnaround from retainer signed to placement is just under 6 weeks

Would love to hear peoples differentiators.

[#r2r #recruitment2recruitment #rec2rec](#)
[Spencer Lane - Rec2Rec & Business Advisory](#)

https://www.linkedin.com/posts/ezkhan_r2r-recruitment2recruitment-rec2rec-activity-6699457342041317377-JKKc

Likes = 136

Comment =40

