

# DEVELOPING EXCEPTIONAL RECRUITERS

## Candidate Profile Checklist

- Candidate Personality
- Overview of the Candidate's "story" - how did they get from THEN to NOW
- Overview of last 3 roles - key duties and culture
- Key career achievements
- What the Candidate is looking for
- Why they are interested in this role
- Why you believe they are suitable for the role

### Example

Ez is a dynamic, driven and professional Recruiter with a great sense of humour and a warm and sunny disposition. Ez has 12 years recruitment experience, spanning Australia and the UK, and travelled to Australia 6 years ago to further develop his leadership experience.

Most recently Ez and has been running a recruitment business called Spencer Lane, where he is responsible for all strategic and operational priorities in the business. Having worked in the business from day 1, he has been instrumental in the organisation's success, building the agency to one of the leading rec2rec companies in the market.

Prior to this Ez worked in an organisation called Morgan Consulting as the COO, managing a team of 40 consultants across 3 states, and taking on all financial, strategic and operational duties. Ez's previous roles included Senior Consultant and Management positions for Morgan and Office Angels.

Ez's key achievements include opening Spencer Lane and growing it to one of Australia's leading rec2rec agencies, and working with multiple Consultants to hit \$1mn in billings.

Ez is now looking for his next leadership role within the rec2rec sector and is excited by this opportunity as he feels it will provide him with a new challenge within the industry. We believe he is an excellent fit for the role given his extensive experience within this particular sector and his ability to build organisations from start-up phase to success.



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