



## **FAQ's Career Seekers ask Recruiters**

### **How much do I have to pay you for sourcing employment for me?**

We do not charge candidates for our recruitment services.

### **How does the recruitment process work?**

After you respond to our advert:

- We will request your CV together with supporting documentation like your ID, driver's license, academic transcripts, etc.
- You will attend an interview, usually via MS Teams
- We will conduct background verification and if in order, we will compile your CV and submit it to our client
- We will provide regular feedback regarding our client's response to your application
- If selected, you will attend interviews at our client premises
- If successful, we will assist with the offer of employment, contract, etc
- Once employed by our client, we will remain in contact to ensure all is well
- If unsuccessful, we will retain your details and assist you with future opportunities

### **When will you let me know?**

We try to keep you updated as best we can, but please remember that we can only provide feedback once our clients have communicated with us. You are welcome to remain in contact with us.

### **May we register with other recruiters?**

Yes, but please inform us of this.

### **What do I do if I receive a counteroffer?**

Thinking about using a potential employer's job offer to get your current company to make a counteroffer and pay you more money?

#### **Stop right there!**

Using another job offer as a bargaining tool may be tempting, but too often, it ends badly. If you want a raise, then [negotiate it](#) on your own merits--or prepare to move on.

Here's why:

- Employers often make counteroffers in a moment of panic. ("We can't have Joe leave right now! We have that big conference next month.") But after the initial relief passes, you may find your relationship with your employer--and your standing with the company--has fundamentally changed. You're now the one who was looking to leave. You're no longer part of the inner circle, and you might be at the top of the list if your company needs to make cutbacks in the future.
- Even worse, your company might just want time to search for a replacement, figuring that it's only a matter of time until you start looking around again. You might turn down your other offer and accept your employer's counteroffer only to find yourself [pushed out soon afterward](#). In fact, the rule of thumb among

recruiters is that 70 to 80 percent of people who accept counteroffers either leave or are let go within a year.

- There's a reason you started job-searching in the first place. While more money is always a motivator, more often, there are also [other factors](#) that drove you to look: personality fit, dislike of your boss, boredom with the work, lack of recognition, insane deadlines--whatever it might have been. Those factors aren't going to change and will likely start bothering you again as soon as the glow from your raise wears off.
- Even if you get more money out of your company now, think about what it took to get it. You needed to have one foot out the door to get paid the wage you wanted, and there's no reason to think that future salary increases will be any easier. The next time you want an increase; you might even be refused altogether on the grounds that "we just gave you that big increase when you were thinking about leaving."
- You may be told to take the other offer, even if you don't really want it--and then you'll have to follow through. Using another offer as a bluff is a really [dangerous game](#).
- Good luck getting that new employer to ever consider you again. If you go all the way through their hiring process only to accept a counteroffer from your current employer, then the former is going to be wary of considering you in the future. If it's a company you'd like to work with, you might be shutting a door you'd rather keep open.
- Now, are there times where accepting a counteroffer makes sense and works out? Sure, there are always exceptions. But it's a bad idea frequently enough that you should be very, very cautious before doing so.