



The Open Door



Career Corner
with Caroline Francis



Working With Executive Recruiters

According to Joseph Higginbotham, consultant, keep the following in mind if you want to use a recruiter to complement your job search:

- Find a headhunter who specializes in your profession. Good headhunters specialize by geography (experts on a metro area) or by profession.
- It's unlikely a headhunter will present you to a client unless you have current or recent expertise and experience in that same field. You must be one of the top people in your profession or industry.

If this doesn't sound like you, use other job search methods such as networking and directly approaching targeted employers.

Is This a Good Fit?

Many job seekers take a new position only to realize two weeks into the job that they have made a mistake. Possibly they did not see red flags during the interview process or ask enough questions.

The interview process is similar to dating. Each party must determine their needs and if the relationship is a good fit. Think about the following during the interview to avoid a mismatch:

- Consider what your day-to-day responsibilities will be. Are these tasks ones that you are capable of completing with adequate training and will you enjoy them?
- What is the management style of your supervisor(s)?
- What is the corporate culture?
- What are the personality dynamics of the team and your closest co-workers?
- Why is the position open?
- Has there been excessive turnover?

If offered the position, and before accepting, ask to spend some time with your future co-workers in order to see more clearly your new work environment and the dynamics.

Workforce Climate

Fear of recession certainly has been in the news lately. Many companies all over the country are experiencing hiring freezes, layoffs or cutbacks. If you find yourself in a job search situation, recognize that it may take longer than you think to land your next position.

Commit yourself to an industrious job search plan that includes reconnecting with former colleagues from previous positions, actively seeking networking situations, and utilizing temp or contract work.

For many, an unexpected job loss can be a blessing in disguise that allows you to re-evaluate your life, values, and professional goals. If your current position appears stable, devote the next few months to updating your skills and taking on new projects which can ultimately be translated into a stronger, more competitive resume.

Share Your Knowledge

What do you wish you would have known about the job search process when you were just graduating from college? E-mail us advice that we will share with UK seniors and recent grads. Include your name (tell us if you would like to remain anonymous), major and current position/industry and title. Send e-mail to cfrancis@uky.edu.

Free Thursday Afternoon Workshop Series

Alumni are invited to attend free career related workshops each week from 3:30 – 4:30 p.m. at the James W. Stuckert Career Center next to the UK Alumni Association. Learn more at www.uky.edu/CareerCenter/files/WorkshopSchedule.pdf. Some workshops fill early. Advance registration is encouraged.



Check out Career Corner for more career tips and information at www.ukalumni.net/career



Career Video Podcast

If a career search in the pharmaceutical industry is in your future, visit www.ukalumni.net and click on Career Services to watch a workshop video clip for tips on finding a job in that profession.

Caroline Francis, Ed.S., NCCC is available for in-person, telephone or e-mail consultation. Reach her at cfrancis@uky.edu or 859-257-9323 (voicemail). Alumni Career Services are made possible by a special gift to the Career Center from the Jane I. Morris Endowment to the UK Alumni Association.