



## Qualities of a Great Candidate

Let's take a look at the things that employers are looking for, what they find attractive in a candidate, and whether or not you have some of these qualities and experiences.

- The Candidate must meet the client specifications/qualities, personality etc.
- They must also have good qualifications in regards to the client specifications (not over qualified, otherwise the candidate won't stay in the position long if they are bored).
- Ideally the Candidate must be ready to move into a new position or be unemployed. This is so you can let the client know you have someone to start straight away (again this depends on the clients specifications).
- The Candidate must give you a good first impression and have good interview techniques. If the Candidate impresses you they may do the same for the client.
- Candidates should present professionally. If they don't, don't send them to the client until you have directed them to the problem.
- Candidate must have realistic salary expectations.
- Also Candidates should have had a stable employment history, so you don't get caught later down the track with the candidate pulling out or leaving soon after.
- You must be able to control your Candidate. Tell them what to do and they should do it. If they won't do that for you, they won't do that for the client.
- Your Candidates should have a good resume so you can hand them onto the client, just in case they have other recruitment agencies trying to fill this position as well. We want the client to pick our candidate to interview, not our competitors.
- Ideally your Candidate will live fairly locally to the job destination. For example if the position is in Brisbane you don't really want to pass on someone from Melbourne unless the client requests it.
- Candidates should come across as being team players and good employees.
- Candidates of course should have great references, as that could be the difference between our Candidate getting the job or a competitors Candidate getting the job.
- Your contractor is more attractive if they have worked for high profile clients on high profile projects.



- Contractors should be seen as “Experts” in their field who can provide a high level of competence immediately.
- Contractors should be highly mobile and able to work in a variety of locations given short notice.
- Ideally they will be honest, loyal and willing to work with you – not go behind your back to secure the contract themselves after you tell them about it and cut you out.