

## Recruiting Management Solutions (RMS) -- The New Recruiting Paradigm

Taking advantage of fast moving opportunities, I became an independent recruiter and worked as a contingent or corporate recruiter as the situation dictated. I successfully rode the crest and then came the dot com crash. October 2001 found me with clients that had tight budgets and hiring freezes.

As in any situation where a major economic change has taken place, new opportunities can be found. With so many senior recruiters on the market, a new form of recruiting company has entered the scene. Recruiting Management Solutions (RMS) firms are a hybrid of traditional recruiting agencies and independent recruiting. By managing the recruitment process, i.e. one stop access to Web-based recruitment solutions, as well as back-office functions, business support materials and recruitment-management software, an RMS provides the business benefits of working at an agency without directly managing the recruiters. Recruiters finding homes with RMS firms are typically veteran recruiters who know how to find clients and how to recruit for their special needs. Often they don't have the time, financial resources or expertise to create contracts, negotiate rates with the major job boards, handle billing and collections issues, create professional web sites or collateral marketing pieces and the list goes on and on.

As an added bonus, Recruiting Management Solutions firms also provide a network of like-minded recruiters. Everybody knows somebody who has tried to "go it alone" only to fail because they didn't have others to work with! An RMS provides an avenue for the sharing of candidates or clients with other recruiters who have the same business ethics and drive to succeed.

I am reminded of a management exercise that I participated in years ago. I was part of a group of mid-level managers learning about team building. To be honest the only thing I remember about the class was an example of survival. Everybody was given a survival problem to solve. The scenario: You have survived an airplane crash in the snowy wastes of Alaska and the nearest settlement is at least five days walk away. You can take 15 of 50 items from the crash with you on your trek to survival. Our choices were then graded. Almost everybody in the class failed to survive. We then formed into groups of 5 and reevaluated our choices. By being able to discuss and provide feedback on the choice of what 15 items to take, over half of the groups "survived." The point of the exercise was straightforward: the synergy created by working with others can help you survive in almost any situation!

What has helped me survive this economic upheaval is a Recruiting Management Solutions firm. AgentHR, gives me the freedom and profitability of independent recruiting while benefiting from the tools, resources and support of a national agency. This enables me to spend my time on the money generating activities necessary to build and run a successful recruiting business. RMS firms are an alternative solution, which can provide a tremendous edge to the experienced independent recruiter.

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Founded in 1998, AgentHR is a Recruiting Management Solutions (RMS) company empowering independent recruiters nationwide. We have combined the advantages of "Agency" & "Independent" recruiting to father the next step... Agent Recruiting. For more information about AgentHR and its Agent Recruiting(SM) services, visit [www.AgentHR.com/newagents.htm](http://www.AgentHR.com/newagents.htm) or call toll free 1-877-AgentHR and speak to one of our Agent Representatives.

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