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Head hunters and free salary survey at udhyoda by [Robin Peterson](#)

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Headhunting is a recruitment process, which finds and attracts the very best experienced person with the right skill set. It includes adoption of very efficient methods unlike the standard ones such as job portal look up and so forth. It involves getting a talented person using their company organizations mostly competitors. Headhunting recruitment process is to identify a prospective employee from other companies. A casual talk followed by a proper discussion is made with the candidate for convincing him or her to become listed on the company. The candidate is generally offered with 20% higher salary than the current one. If the candidate is not interested to join, they look for someone else. The process is mostly employed for middle management and top management positions.

Headhunting takes a large amount of effort, commitment and patience. It also takes longer period of time to recruit an applicant. So, a lot of companies hire headhunters who help in hiring talented people. Headhunters generally are 3rd party agents who're paid by the companies for hiring. A great result is possible through headhunters using recruitment software compared to the regular HR recruiters. Headhunters possess strong market knowledge and high networking capabilities. They also have info on various experts of various companies. This is good for them to identify the required candidate matching the task position for a company. Headhunters do not search for candidates who are on job boards. When a company hires headhunters for getting a talented candidate for any specific position, the headhunters map the specific industry. Similar industrial projects the ones involved in such processes from various companies are identified. So, it's very required for the headhunters to know about the client's organization and also the prospective candidate's organization.

Headhunting is an extremely difficult process. An efficient headhunting agency ought to be selected by a company. It is better to find the one which has more contacts with lots of companies from different industries. Headhunters must have good communication skills, patience, and curiosity about picking out a candidate. It is essential to prevent phishing - an email fraud. So, avoid sending spam or pop-up messages towards the headhunted candidates along the way of convincing. A lot scientific studies are to be produced by headhunters around the organization of the client company and candidate's organization. It is better to be in proper decision-making mode. A correct match for the candidate and client is the main aim. So, take a proper decision although it takes time. Headhunting therefore helps in getting right candidates. Though expensive, it's being used by many people companies to be able to increase the success rate.

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