Experienced and inexperienced job seekers often ask if they should use a third-party recruiter in their job search. Third party recruiters act as an independent contact between their client companies and the candidates they recruit for a position. They can specialize in client relationships, and in finding candidates. Most recruiters tend to specialize in permanent or full time, direct hire positions or contract positions and some specialize in both. The past several years have shown somewhat of a turnaround for recruitment market dynamics. While it used to be more difficult to obtain business clients for large numbers of available job openings, the growth in the number of recruitment agencies has led more and more companies to outsource their employment efforts as recruitment has become a very viable and cost-effective business partnership for many firms.

Today, recruitment agencies are shifting focus to reach out to job-seekers. The task at hand, then, is to attract as many quality job candidates as possible, so as to place them in the multitudes of opportunities being offered by client businesses. When deciding whether or not to utilize a third party recruiter, you have to consider your individual career path and research a third party recruiter as you would a company to which you are applying.

In This Issue:
- Career Tip
- Additional Resources
- What’s Available on the Career Services tab on myBucknell
- Job Leads from Bucknell Community
- Job Leads from Outside Bucknell
- Information of Interest
- Alumni Career Services Can Help You
- Programs/Events

Career Tip: If you are considering a career move, a resource you may wish to consider is a recruiter. Recruiters, sometimes referred to as head-hunters or search consultants, are independent consultants who are engaged by client companies to locate qualified candidates for professional positions within the client company. They do not charge a fee to the job seeker. Fees are paid by their client company. More.

Additional Resources:
- Working With Recruiters
- How Can Head Hunters Help Me Find a Job
- Working with Third Party Recruiters
- Principals for Third Party Recruiters
- Can Recruiters Be Liable for Employment Discrimination
- Third Party Agencies: Where Are They Headed?
- Candidate Interview Questions
- Streamlining Third Party Recruiting

What’s Available on the Career Services tab on myBucknell:
- CareerNet – Networking database of Bucknell alumni and parents.
- Access to The Vault On-Line Career Library – referred to by Fortune as “The best place on the Web to prepare for a job search.”
- PDF pamphlets – research a variety of career topics
- Career assessments – learn how to pair your skills, interest, and experience with career choice
- CareerSearch – same tool to research employers
- Bucknell Alumni Clubs – network informally!
Since the last issue of Notes, Job Leads posted on Beyond the Bridge:
The following job leads are NEW since the last issue of NOTES. To view the entire description and other current listings, please log onto Beyond the BRIDGE. NOTE: Contact Alumni Career Services if you have questions (acs@bucknell.edu).

Special Reminder: If you have experienced job openings within any industry and/or company and you wish to notify your fellow Bucknellians of it please e-mail as much information as you can to acs@bucknell.edu. It will then be added to Beyond the BRIDGE.

Central Susquehanna Community Foundation – Development Officer
Securities and Exchange Commission – Attorney/Advisor
Securities and Exchange Commission – Staff Accountant
Peace Corps – Program and Training Officer
Edmonds Community College – Director of Annual Giving and Alumni Programs
US Agency for International Development – Supervisory Development Training Specialist
GoliathJobs.com – Assistant Manager, Payroll; Layouts Coordinator; Business Analyst; Senior Java Developer; Sales Coordinator;
Field Financial Analyst; Staff Accountant
Peace Corps – Contract Specialist
Go2TeachEnglish – Teach English in Taiwan
Edmonds Community College – Accounting Instructor
Leclerc Foods USA - Process and R&D Technologist
Millennium Challenge Corporation – Associate Director/Director (Program Procurement Policy)
Securities and Exchange Commission – Financial Economist

Information of Interest
** Founded in 1965, MRINetwork has grown into one of the largest and most successful recruitment organizations in the world. With a full range of Permanent Placement options ranging from Retained or Contingency Search to Contract Staffing and Large-scale Project Search solutions, MRINetwork gives you the flexibility you want at the pace you demand. Every day, we leverage our network of independently owned offices to provide staffing and search solutions to businesses in the local market and across the globe. With a local MRINetwork office as a single point of contact to over 1,100 offices in more than 35 countries, our clients have access to the right candidates virtually anywhere in the world.

The Boston Group is an executive and management search firm providing services to a broad range of clients nationwide and globally. Founded in 1966 with five locations positioned throughout New England (Boston, MA / Bedford, NH / Providence, RI / Springfield, MA / Westboro, MA) we focus on identifying, evaluating and presenting top candidates for your staffing needs.

The Boston Group specializes in the recruitment of top quality professionals in: Healthcare, Construction, Banking and Financial Industries, Information Technology, Manufacturing and Engineering, Life Sciences, Sales and Marketing, Legal, and Publishing

Justine Grossman, a 2006 Bucknell University graduate, is a member of the Boston office. Justine is part of the Legal Team that specializes in matching the unique needs of law firms and companies with the specific skill sets of key impact players and has sourced both associate and partner level attorneys. The Legal Team focuses on placing corporate, securities, intellectual property, commercial real estate, venture capital, finance, tax, employment, bankruptcy and litigation attorneys. The Legal Tam has also consistently been in the top 1% of all MRI offices nationally and successfully established themselves as a leading recruiter in the Boston, Washington DC and Chicago market places.

** Minority Faculty Application Database (MFAD) primary goal is connecting interested minority candidates for faculty employment directly to academic institutions. Since the program's announcement in 2007, MFAD has become a very popular avenue for colleges and universities in locating and recruiting qualified minority candidates.

Highlights of MFAD: - Over 3,500 minority registrants nationwide - 72% of registrants have, or are currently completing, doctoral degrees - Faculty postings distributed to over 1,200 minority academic and professional organizations - Connections with Historically Black Colleges & Universities and Hispanic Serving Institutions - Nearly 3-5 academic institutions join every month

How is MFAD different? - Faculty job postings are sent directly to each MFAD registrant - Faculty postings are submitted to minority discussion boards, academic list-serves, press release agencies and our website. - MFAD provides academic institutions the opportunity of posting unlimited faculty positions during the tenure of your membership. - MFAD registrants are strongly encouraged to apply for the faculty positions posted.
We remain excited about providing new resources in attracting a diverse employment pool.

Also, if you are interested in learning new strategies about locating, recruiting and retaining minority faculty candidates, join us for our popular "How to Recruit Minority Faculty Candidates" Professional Development Workshop.

The Academic Network, Inc., 2010 West Avenue K # 646, Lancaster, CA 93536, 661.943.4239 tel, info@needacademicdiversity.com

Disclaimer: Alumni Career Services does not edit, monitor, or verify the accuracy of the information submitted by the employers, and does not review the background of the employers. ACS does not guarantee that all jobs listed are still available, and is not responsible for safety, security, wages, working conditions, or other aspects of off-campus employment. Therefore, we encourage interested parties to thoroughly research each job vacancy for which they are applying and to verify the integrity of each organization. If you encounter a negative situation at the place of employment, we encourage you to notify ACS. Links to other web sites are not under the control of ACS or Bucknell. We are not responsible for the contents of any linked site. Those who discover any misuse or abuse of this web site are encouraged to contact ACS immediately at 570-577-1514, or acs@bucknell.edu.

Alumni Career Services Can Help You:

- Think through a career change and making career decisions
- Network effectively
- Search for a job
- Effectively use the Internet in job and career exploration
- Transition into a new career
- Assist you in improving and targeting your resumes and cover letters
- Identify your interests, values, goals, and preferences
- Plan for graduate or professional school

Programs/Events:

Monthly Webinars: Tuesdays from 7-8 pm. Email Cathy to sign up.

April 22, 2008 - Summary of Qualifications - Your 30 Second Commercial
Most employers spend 15-30 seconds when first examining your résumé, usually only seeing the top half. In this short amount of time employers determine your strengths and if you have something to offer. Learn how to:
- Grab the employer's attention
- Effectively summarize your skills and abilities
- Reflect the employer's needs

May 20, 2008 – Mastering the Job Search
The job search can be frustrating if you don't know the most effective ways to search. In this workshop you will learn how to:
- Explore the hidden job market to find the best opportunities for you
- Tap into niche websites that match your areas of interest
- Market yourself effectively

We Welcome Feedback!

- How are we doing? Take this quick survey and let us know!
- If you have a career topic you’d like us to address, send them to us at acs@bucknell.edu.
- Archived issues available at http://www.bucknell.edu/x2931.xml

Know someone who would like to receive this newsletter? Feel free to pass it on or have them subscribe. Requests to receive Alumni Career Notes or for personal career assistance can be made at acs@bucknell.edu. (570) 577-1238. We look forward to hearing from you!

Note: To access the resources located in myBucknell, the university’s portal, use the username and password that all alums were given in January 2005. If you don’t remember or can’t find yours, don’t worry – just contact the Alumni Office (570) 577-ALUM (2586) or mybucknell@bucknell.edu for help.

Alumni Career Services Staff