



# Finding a job in a time of crisis

## 5 counterparts

### 1 HEAD HUNTERS/ RECRUITING AGENCIES

Attitudes / Strategies / Tactics...	Recommendations / Suggestions...
Are more selective. Look for people who: <ul style="list-style-type: none"><li>• are highly qualified;</li><li>• have proven experience in the same field/sector;</li><li>• possess high potential to help them build a database for the future.</li></ul>	Quantify your achievements (use: values, volumes, numbers, %...) and specify the timeframe or illustrate/document them with tangible proof.  Use the “catastrophe approach” for achievements difficult to value. What could have happened that has not taken place (thanks to you!).  For achievements that you cannot back up with a quantifiable result, mention the strategic plus (+) that you generated.  List your proven and relative skills for the target job.
Carry out a lot of contracts for searches in sales and/or in business development and/or in cost savings.	Show that you know the environment and demonstrate what you can bring to the company.
Focus on hiring consultants (contracts/missions) or on offering LTFC (Limited Time Frame Contracts).	Be open for internships/short term contracts, to prove your: competencies, motivation and commitment.
Prefer employed people (some are prejudiced against unemployed people).	Target the right companies/agencies (5 to 15) and select the right person (decision maker or vision person).



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### 2 BOSS / LINE MANAGERS

Attitudes / Strategies / Tactics...	Recommendations / Suggestions...
Avoid offering UTFC (Unlimited Time Frame Contracts) and prefer LTFC (Limited Time Frame Contract), or consulting contracts.	Accept the offer made to you and be produce more than ordered/expected.
Expect more results for the same jobs, (e.g. look for complementary skills in addition to the relevant skills).	Work on yourself (self-assessment) to address those expectations.
Hire consultants instead of employees.	Stress the advantages of on-site employees as an integral part of the team, compared to consultants who may be less involved.
Hire mostly highly qualified candidates with prior relevant experience and proven achievements in a defined sector.	Correlate (match) your past skills/achievements with the functions expected for the job opening.
Make sure that no training is needed for new hires.	Show them you are immediately operational. If you don't have the exact profile, train yourself with on-line resources or attend relevant workshops.
Need to precisely justify and document thoroughly new hirings.	Highlight the extra (but relevant) values you can bring to the team.
Offer less favourable/interesting employment terms.	Negotiate by asking for more intangible benefits/perks (e.g.: business travel...).



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### 3 HUMAN RESOURCES MANAGERS

Attitudes / Strategies / Tactics...	Recommendations / Suggestions...
Avoid investing extra to find the right candidates (e.g.: visa support, special training...).	Suggest you will finance any extras for yourself.
Focus on immediately available candidates.	Wait and make sure you meet the "right" person.
Freeze or slow down hiring.	Insist on the "fresh energy and perspective" you are offering.
Negotiate salary downwards.	Negotiate fringe benefits/perks (that will not cost them much and that represent a lot to you).
Offer LTFC (Limited Time Frame Contracts), rather than UTFC (Unlimited Time Frame Contracts).	Accept and negotiate something in return (e.g.: side, benefits, perks...).
	Accept their proposition and negotiate: <ul style="list-style-type: none"><li>• fringe benefits and/or perks;</li><li>• a deadline to shift from LTFC (Limited Time Frame Contracts) to UTFC (Unlimited Time Frame Contracts).</li></ul>



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### 4 N°1 /CEOS / PRESIDENTS

Attitudes / Strategies / Tactics...	Recommendations / Suggestions...
Implement strategies that concentrate on potential for external growth. Prefer not to hire externally.	Offer fresh energy/set of eyes/perspective and prove your skills/talents by documenting them.
Look for own job security.	Convince them that hiring you will bring growth to their firm.
Look for ways to cut salaries.	Negotiate perks or fringe benefits.
Prefer short-term contracts (LTFC= Limited Time Frame Contract).	Present yourself as a consultant. Negotiate a Limited Time Frame Contract (LTFC) and, when possible, think about or suggest a deadline after which your contract will be changed into an Unlimited Time Frame Contract (UTFC).
Set a hiring freeze. Slow down the flow of people hired.	Shift from regular and fixed salary to: <ul style="list-style-type: none"><li>• a 100% success fee salary;</li><li>• or a small fixed salary plus a success fee (variable).</li></ul>



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### 5 MAJOR SHAREHOLDERS (SMALL/MEDIUM SIZE COMPANIES)

Attitudes / Strategies / Tactics...	Recommendations / Suggestions...
Purchase failing/discounted businesses to insure expansion.	Describe your broad vision/skills and relate them to company and field. Show your interest for Mergers and Acquisitions.
Hire people who will give immediate measurable results.	Describe short-term achievements with quantified and/or proven results and show them that you can be immediately operational.
Stop hiring high salaried/permanent employees.  Stop hiring candidates that look for UTFC (Unlimited Time Frame Contract).	Offer your time as a consultant.  Accept short term contracts LTFC (Limited Time Frame Contract) with commitment to turn it into UTFC (Unlimited Time Frame Contract), after an agreed deadline.
Distrust/don't place too much importance on diplomas and seem to prefer proven experience.	Describe your achievements with quantified and/or proven results.
Trim the fat/expenses.	Focus on added benefits you can offer to the company.