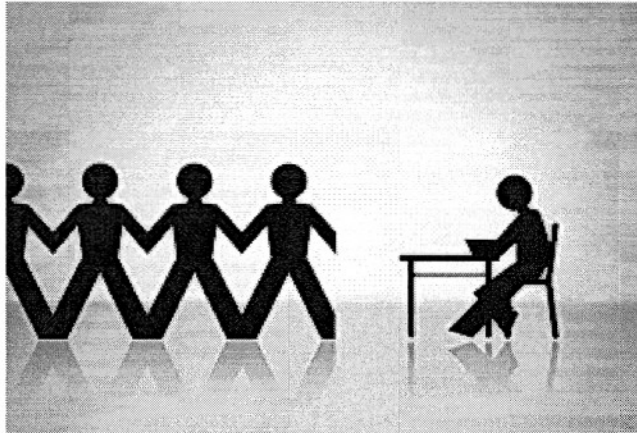


28th September 2012

## Insight From a Former Recruiter: What's So Special About Being Recruited Anyway?



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In my days as a recruiter, I visited many college campuses, including IU's Kelley School of Business, searching for exceptional candidates to fill positions throughout Midwest operations for a global company.

My role included recruiting talent and mentoring throughout a 9-month rotational program, where I worked closely with each recruit to help them succeed and mature from fresh college graduate into entry-level executive. It was challenging and rewarding, and I took pride in my recruits -- and the value they added to the company's bottom line.

I identified, initially interviewed, and set-up formal meetings at the company for managers to evaluate each candidate in a rigorous day-long interview process where from this process, candidates were scrutinized and upper-level management would make final decisions on full-time hires. The students I brought in for interviews were a reflection of me in the eyes of upper management; I had high standards for them as I do for myself and strived to bring in the very best!

I can only share my experiences and each company might differ, but many offer rotational programs. And to help you understand what a privilege it is to be recruited directly out of college, let me share with you some "special" treatment you might receive.

First of all, recruiting and training is highly expensive for companies. And in this economy, there is no room for error. The costs of travel to multiple campuses, managers' time to interview, evaluate, and develop educational programs and training -- these are major investments in YOU and your professional development. And that doesn't even include the social activities you might enjoy, as I did with my recruits, such as dining and sailing at Navy Pier, golfing and dinner with the company VP, and box seats and dinner at various sports events in Chicago.

My recruits were high profile throughout the company, and not only spent select time with upper management, but gained a "celebrity-type" of status. All employees enjoyed working with and training them

during rotations in various departments. Recruits bring fresh ideas and energy to companies! They often receive extensive training in and outside the company, mentorship relationships with VPs, activities, and rich experiences, including the bonding with other recruits throughout rotations of training, business travel opportunities, and high profile projects. It's a great way to start your career!

And for the future, being recruited from a top university looks great on your resume when seeking senior-level executive positions! What's so great about getting recruited out of college? Now you tell me!

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