



Navigate the **STEM** Job Market:

Your Guide to Partnering with a Recruiter



Ever wonder exactly how working with a recruiter can advance your career? Especially for technical disciplines that are constantly evolving like science, clinical, engineering, or IT—a recruiter can offer fresh outlook and insight at each step of the job search that you won't get anywhere else. After all, they're experts, too.

To that end, it's critical you find a recruiter who specializes in your industry, has experience with your role, and knows your geo-specific area.

Your key to success is building a strong relationship and showcasing your value as a leader. Let's break it down into basic steps, with some quick tips and insider secrets on the process from Kelly recruiters.

Step 1

Identify Your Dream Team

- **Research:** Use LinkedIn profiles to identify recruiters in your industry, skill set, and discipline.
- **Get Targeted:** Choose 2–3 recruiters who closely align with your professional specialty.

Why? Kelly recruiters are experts in your field.

Not every agency has specialists in every discipline. For instance, nearly 100% of **Kelly Engineering recruiters** have a work background in engineering. About 80% of our scientific recruiters come from science or clinical fields. Make sure that your recruiters' LinkedIn profiles reflect similar experience.



Step 2

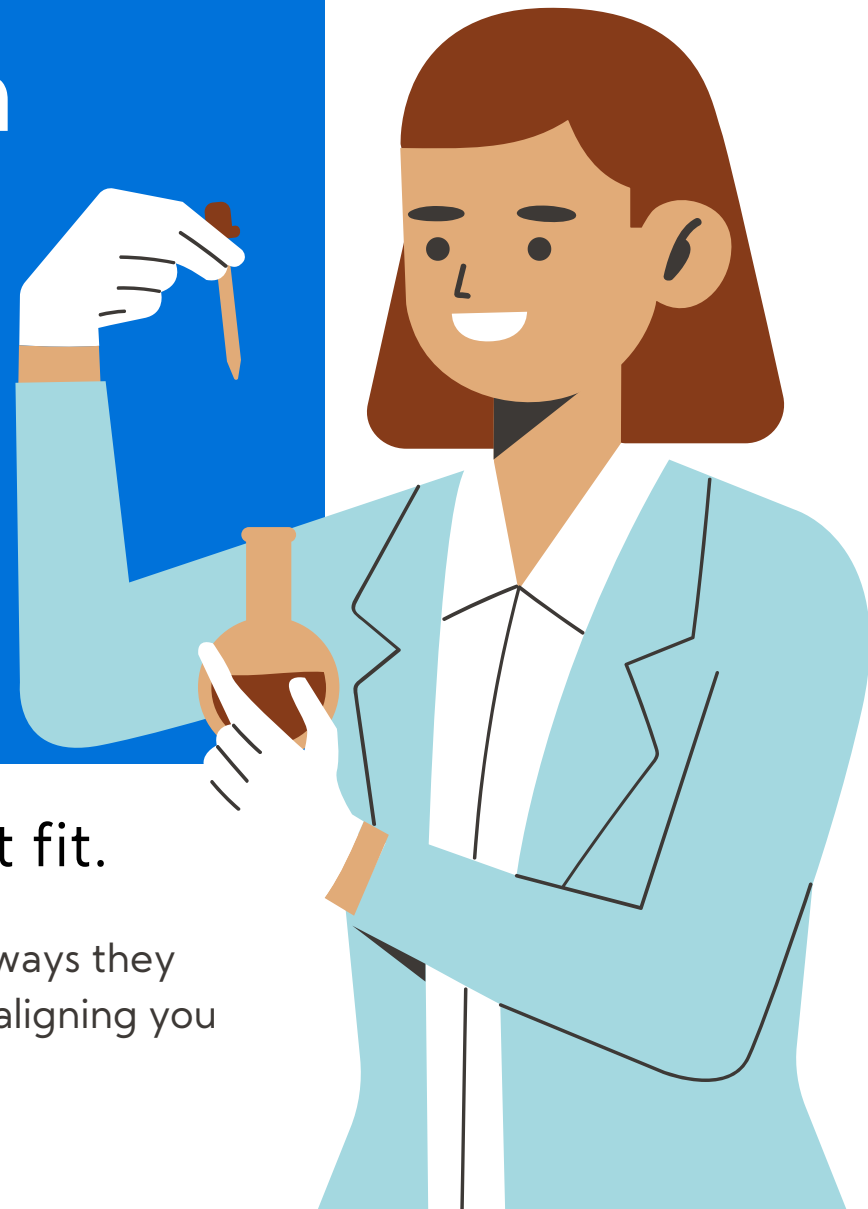
Make Contact – and a Lasting Impression

- **Personalize a Note:** Send a brief LinkedIn message that highlights your skills and successes.
- **Direct Email:** Or, send a concise email showcasing your resume, with a good elevator pitch.
- **Connect the Dots:** Explain why and how your work fits into their specific expertise.

Why? Kelly recruiters help discover your best fit.

“Everyone has aspirations, reasons they go to work every day, and ways they add value. It’s our job as your recruiter to make sure we’re not only aligning you with a job, but a job that aligns with you.”

– Dana Foshee, Recruiter, Kelly Science & Clinical



Step 3

Nail the Phone Conversation

- **Prepare:** Be ready to articulate your past experiences, career aspirations, and goals.
- **Showcase Value:** Focus on your leadership qualities, industry knowledge, and achievements.
- **Build Rapport:** Be enthusiastic. Ask insightful questions. Actively listen. Be genuine.

Why? At Kelly, recruiting is a human activity.

“Job searching platforms and online ATS systems remove the human aspect of the job search that people so desperately crave. While I still think there’s value in a well-crafted resume, a phone call will always trump an online application.”

– **Athena Parker, Recruiter, Kelly Science & Clinical**



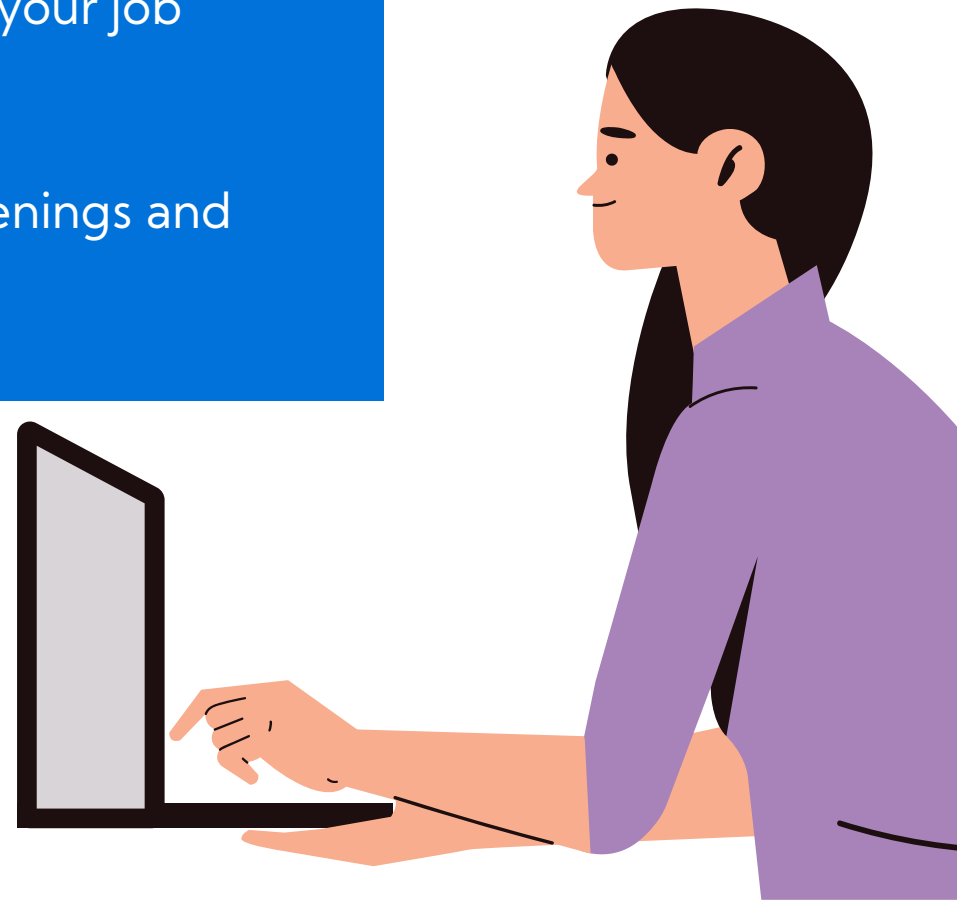
Step 4

Tailor Your Application

- **Fine-Tuning:** Your recruiter can give recommendations on refining your resume to resonate with open roles.
- **Stay Proactive:** Keep your recruiter updated on your job search progress and ongoing interest.
- **Ongoing Openings:** Discuss any new, hidden openings and internal projects that you might fit.

Why? Kelly recruiters know your options.

Kelly recruiters are privy to new job openings daily. They also hear about new events, trainings, or sessions in your specialty. As an example, see this [LinkedIn Live event](#) we're hosting for experts in Industrial Automation to network with industry leaders and get their career questions answered in real time.



Step 5

Ace the Interview

- **Sharpen Up:** Work with your recruiter to anticipate and practice behavioral interview techniques.
- **Demonstrate Technical Proficiency & Leadership:** Highlight instances where you solved complex technical challenges, showcasing your analytical and problem-solving skills.
- **Negotiate with Clarity:** Build a strong salary strategy with your recruiter, using data, research, & their expertise.

Why? Kelly recruiters build your confidence.

"I've seen so many times where candidates—who may not completely align with all the checkboxes—impress clients during interviews with their energy, passion, and skill set, ultimately securing the job." – **Mark Moller, Recruiter, Kelly Engineering**



Step 6

Onboarding & Beyond

- **Become an Asset:** Contribute actively, seek mentorship opportunities, and share your expertise.
- **Never Stop Learning:** Embrace opportunities to stay ahead of the curve in your field.
- **Build Your Network:** Your Kelly recruiter can help to strengthen relationships with key stakeholders and keep you up to date on current market trends.

Why? Kelly recruiters leverage their expertise.

"I pride myself on offering my own unique perspective for talent that no other recruiter or technological platform can provide. I provide tips and examples from my own recruiting experience that only I have gained by being in this hands-on role."

– Dana Foshee, Recruiter, Kelly Science & Clinical



STEM professionals seeking an edge in today's competitive job market can unlock exclusive opportunities by partnering with a specialized recruiter. These industry experts possess the knowledge and network to navigate the hidden job market, ensuring your skills and expertise reach the right decision-makers. Through collaborative preparation and strategic guidance, a recruiter empowers you to confidently showcase your unique value proposition and boldly secure the next step in your STEM career.

Ready to get started?

Explore the **roles we're actively recruiting for now**, or **join our talent pool** to submit your credentials to our expert recruiters without applying for a specific job.

EXPLORE JOBS