

## ASK THE EXPERTS ON THE EMPLOYMENT ADVISORY BOARD



**“I want to expand my job search by including employment agencies as another resource. What is the best approach to working with them so it’s a mutually beneficial relationship?”**

### MEMBERS OF THE ADVISORY BOARD

#### ROBIN CARLEN-MURRAY



“Research agencies and target 3-4 that specialize in placing people with your experience. Many have positions listed on their websites or on the internet job sites. If you have most of the required skills for a particular job, dress professionally and go into the agency, if possible. Agencies are flooded with calls, and you don’t want to contact them too often, so ask for guidelines. An agency should never submit your resume to a company without your prior approval.”

Career Coach & Consultant  
www.catalystcareerconsulting.com

Robin Carlen-Murray has worked in Human Resources, Recruiting, O.D. & Training in a variety of industries, including Medical Device, High-Tech, Healthcare Systems, Recruitment & the Airlines. She is the owner of Catalyst Career Consulting in San Mateo, CA

#### RON VISCONTI



“You have to understand that staffing services represent the needs of two separate clients (employers and applicants) and need to match them. It is critical to demonstrate that you have the prerequisite skills needed by the staffing service. Also, be clear about how you work, what satisfies you, and your preferred work environments. Sign up with 3-4 staffing services and stay in touch with them. Always be clear about the assignment before you take one.”

Managing Partner, Peninsula Employment Group, LLC

Ron Visconti has assisted job seekers and career changers through recruitment events, career transition projects, career counseling, and workshops. He founded and ran a non-profit career center.

#### MARK GAMBIRASI



“In order to expect a mutually beneficial relationship from an employment agency, first determine what each agency’s specialty is before signing up by calling and asking them. Many specialize in Administrative Support and Technical staffing, while a few others also place Sales Professionals. The fact of the matter is that agencies cater to those who are looking to advance their career in their already chosen field of expertise, not those seeking a career change.”

Managing Partner, Andiamo Group

Mark Gambirasi has been in recruitment for many years in the corporate, restaurant and agency fields.

#### RANDY BLOCK



“It’s important to know that employment agencies emphasize filling jobs as opposed to trying to place you in a position. Put another way, you either fit a position that they are trying to fill or you don’t. That being said, it’s a good idea to research those agencies that do a lot of work in your area of expertise (Kennedy Publications Directory of Recruiters e.g.). Also, check with your network to see which agencies worked well for them.”

Staffing Consultant & Executive Coach

Randy Block brings years of expertise in executive search and is a certified career and retirement coach.

#### GARY SAPIRO



“The first step is to conduct research identifying employment agencies having a successful reputation for placing people in your field or industry. Meet directly with the recruiter marketing you to employers if possible. Recruiters who spend the necessary time to discuss one’s qualifications, preferred work style, and job search goals aren’t haphazardly “passing resume paper” to the employer and you’ll find yourself in a better position to be introduced to job opportunities where the fit may be promising.”

Principal & Executive Coach  
Torchiana, Mastrov & Sapiro, Inc.

Gary’s business understanding, organizational clarity and skill in helping clients build productive work relationships have contributed to the firm becoming the preeminent career consulting organization in the Bay Area.

#### ROSANNA ORTISI



“A referral from a peer is always a good start and functional area of expertise is equally as important. You should “interview” agencies, as they are providing a service to you - marketing your skills and capabilities.”

Manager, Talent Acquisition  
Abbott Diabetes Care

Rosanna Ortisi has extensive experience in staffing/recruitment for a variety of Fortune 500 companies, as well as executive search expertise, specializing in emerging, high-growth companies.

## Examiner Spotlight on Yahoo!

By Robin Carlen-Murray,  
Career Coach and Owner of  
Catalyst Career Consulting

On November 15, 2007, I spoke with Carol Mahoney, Vice President of Talent Acquisition at Yahoo!’s headquarters in Sunnyvale, CA.

Yahoo!’s environment can best be described as incredibly inspirational, with an energy in the air that’s palpable. A purple and yellow cow stands in the lobby; a “Before” and “After” picture board depicting the company’s development towers over visitors; the company store beckons. Busy people are everywhere.

### >> Q1: What are some internet company hiring trends?

Yahoo! recruits people by going “where they are” to places such as college campuses, engineering conferences and symposiums.

### >> Q2: Where is Yahoo! currently hiring?

Yahoo! is always looking for talented people in all parts of the company and at all levels. Some key hiring areas:

#### Software Engineering

Product Development, Q.A. and Systems Development.

#### Sales

People with search or media sales backgrounds experienced in selling internet advertising.

#### Product Managers

The “business owners of the products” to direct engineers.

#### User Experience Design

How users experience Yahoo products.

### >> Q3: Do you have any advice for job seekers who want to work for Yahoo!?

Seek out company representatives at various events. Go to <http://careers.yahoo.com> to apply for jobs. Resumes are routed directly to hiring managers’ desktops.