

How to choose the right Oil and Gas Recruiters?

If you're on the hunt for work, there's a good chance you've been in contact with a recruiter. Given they are ideally placed to help find you work and improve your job seeking skills, it pays to understand what they do, and how they do it.

A recruiter's role is to match suitable candidates to job opportunities on behalf of employers. Oil and Gas Recruiters typically specialise in a specific industry or area. As Nathalie Lynton, Director at Shared and Halved Consulting explains, "they may specialise in financial planning within the banking and finance sector, or only work with [hiring managers and candidates looking for contract work](#).

"This means they have an intimate knowledge of the market – what employers are looking for, what jobs are in demand, what positions are available within the sector, who's applying for roles and what a stand out candidate looks like.

They are paid company doing the hiring. by the An employer will typically hire one or more recruiters to find candidates for a role, and recruiters are usually paid by the client if the candidate they put forward is the one hired.

The recruiter can charge anything from a flat fee of 5k, to 25% of the total fixed remuneration of the candidate,.

You need to know what you do and don't want from a job. "If you're not sure what type of job you want, a recruiter may be reluctant to put you forward for roles. Be upfront about what type of role and conditions you're looking for so that you're considered for the right opportunities.

Experts's advice extends to turning down interviews or job opportunities for roles you're not interested in – this could include a company you don't want to work for or responsibilities that don't align with your career aspirations. Be sure to explain what doesn't appeal so they can put you forward for the right roles in the future.

A recruiter will save you time when looking for work. "Not all vacancies are advertised. Recruiters know about roles through their networks, helping you access hidden opportunities.

Don't solely rely on them to find you work though – Experts advise that this tells recruiters that you are not committed to your job search and it may come across that you think the recruiter works for you.

Stay in touch. Recruiters meet many people, so experts recommend you contact them about once a month to let them know you're still looking for a role if a suitable position arises. "If you see a recruiter you've connected with advertising a job that interests you, call them about it.