



Unemployed vs Employed

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Q I'm currently recruiting for a Controller and I'm receiving hundreds of resumes. I've always believed that candidates who are currently employed are more relevant than those who are in between positions. Am I being too picky?

A During the economic downturn, employers have been forced to cut back expenses and personnel resulting in lay-offs. Where it is attractive to consider a candidate that is currently employed, a candidate in between positions can still be a great find. Candidates that are currently employed show reliability, dependability, and an obvious sense of worth. But do be careful not to exclude unemployed candidates as they too can possess that equal value. It takes a bit more investigating to understand an unemployed candidate's situation, but to cancel them out because of their employment status would be depriving your candidate pool of qualified talent.