

# Let's Talk Business

## For Ted Rogers Students

These reports describe industry sectors and career paths of interest to Ted Rogers students and Alumni. Each report leverages BCH employment data and the expertise of our staff. This collaborative effort engages staff, students, alumni and the University Business Librarian.

## The Role of a Recruiter. Is It For You?

You have likely met a Recruiter without even knowing it, whether at a Career Fair or a screening interview.

A Recruiter is a frontline person whose role is to find and hire strong talent for the organization organization. Their job is to find the 'best candidate' for the position.

As part of the process, they draft job descriptions, identify the best ways to source talent, and screen candidates before scheduling full interviews.

To ensure a fair evaluation and hiring process, a Recruiter must understand and comply with the relevant laws and regulations.

They are concerned with filling positions as quickly as possible and are also involved in employee retention. Keeping good talent is critical to the health of an organization - it saves money and time and ensures consistency and stability among staff.



### Did You Know

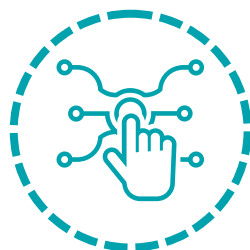
Although Human Resource (HR) Majors are often attracted to recruitment for their 1st full-time role, you do not need to be an HR major to get into this field.

## Workforce Projections

According to the Government of Canada's Job Bank, there will be a demand for Recruiters skilled in the utilization of social media. Being able to identify and hire strong candidates using social media is of interest to employers. Understanding how to use technology to recruit candidates remotely, and being able to pitch new strategies regarding hiring processes is now considered highly desirable<sup>3</sup>.



**Leveraging  
Social Media**



**Utilizing Technology to  
Remotely Hire Candidates**



**Pitching  
New Strategies**

# The Different Types of Recruiters

|                                      |   |
|--------------------------------------|---|
| <b>General Recruiter</b>             | Most common in small businesses, <i>General Recruiters</i> are responsible for every aspect of the recruitment process, including but not limited to, sourcing candidates, conducting interviews and hiring.  |
| <b>Campus Recruiter</b>              | A <i>Campus Recruiter</i> is responsible for sourcing the best undergraduate talent i.e. students who have not graduated yet but have potential as strong full-time or part-time employees. They fill internship roles, in addition to full-time entry-level positions including management training programs.                                      |
| <b>Sourcer</b>                       | <i>Sourcers</i> focus their efforts to find the best outlets for locating qualified candidates in both online and offline settings. Sourcers are also assigned the task of developing strategies.   |
| <b>Recruitment Coordinator</b>       | <i>Recruitment Coordinators</i> are most often entry-level roles within the field of Recruitment, in which they offer support to sources and recruiters as they conduct their many functions.   |
| <b>Recruitment Marketing Manager</b> | <i>Recruitment Marketing Managers</i> are responsible for the marketing aspects of the strategy and budgeting processes that come with recruitment, with the primary goal of developing effective processes for both cost and impact.   |
| <b>Employer Brand Manager</b>        | An <i>Employer Brand Manager</i> ensures that their organization's brand identity is represented in their desired light, while also being responsible for defining the Employer Value Proposition (EVP). They achieve this through brainstorming methods to tell the stories of employees while boosting employer branding across various channels. |

## Gaining Relevant Experience

### *Ted Rogers Co-op Program*

The Ted Rogers Co-op Program is credited with being one of the largest Business Co-op programs in Canada, with over 2,400 students, who are gaining 16 months of paid and relevant on-the-job experience.



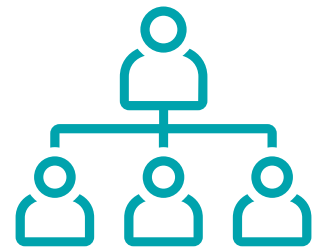
\*Want to learn more about the Co-op Program? Click [here](#) to begin your journey!

### *Student Group Roles*

TRSM Student groups offer you a great opportunity to develop your leadership and communication skills, relevant for a role in Recruitment.

## Hiring Your Peers for Student Group Roles

Being a part of the hiring process within a student group provides you with Recruitment experience. Many student groups also have their own HR department, where you get the opportunity to learn and perform many HR functions, and eventually be promoted to a Vice-President of Human Resources/Operations role!



## Hosting Panels and Reaching out to Various Industry Professionals

Reaching out to professionals and hosting industry panels builds confidence and communication skills.

## Join the Human Resources Student Association




The Human Resources Student Association (HRSA) is a non-profit, student run organization at the Ted Rogers School of Management, dedicated to facilitating the exchange of information between students, alumni, academics, industry experts, professional associations/designated bodies and our business partners. Click [here](#) to learn more!

## Bootcamps and Prep Programs

The most popular Bootcamps for HR students (in the last year) were Excel, Tableau, and Python.



 \*Interested in learning more about the BCH's Bootcamps? Please click [here](#) to begin your journey!

And, do not forget to register for the annual **Recruitment Prep Program** (offered each Summer) where professionals in the field of Recruitment share their insights and thoughts on how to best position yourself for this type of role.

## Let's Talk Money

Based on Glassdoor.ca, here are the average base salaries for the various Recruitment roles in the Toronto area listed below:

| Occupation                    |          |
|-------------------------------|----------|
| Recruiter (General)           | \$49,474 |
| Campus Recruiter              | \$60,032 |
| Talent Acquisition Specialist | \$60,303 |
| Recruiting Manager            | \$69,039 |
| Director of Recruiting        | \$96,598 |

## Learn More for Free

### How to Get Into Recruitment With No Experience

This article by Ginni Miglani, an HR professional, provides those with little to no experience within the field of recruitment with valuable tips on how to be more marketable. Click [here](#) to view the article!

### Day in the Life of a Recruiter

This article goes in-depth about what the typical day of a Recruiter looks like, providing readers with a detailed account of the various tasks and responsibilities the job has. Click [here](#) to view the article!

### Talent Acquisition and HR Coordinator

Read our Hub Insights report highlighting career paths such as Talent Acquisition Coordinator and Human Resources Coordinator. Click [here](#) to view the report!



## Visit the Business Career Hub

### Employer Events

Interested in expanding your network and meeting industry professionals? BCH organizes and hosts many industry events - refer to your 'Careers Newsletter' for a list of Accounting employer events.

### Bootcamps/Prep Programs

Digital Communication - Elevator Pitch and/or Personal Branding, Emotional Intelligence, Having Courageous Conversations. [Click here to register for current bootcamps.](#)

### Career Coaching

For career coaching, interview prep and more, [schedule a 1:1 appointment](#) with a Career Consultant or a Co-op Coordinator.



### Career Consultant Contributor Olivia Baratta

Olivia is a Career Consultant and TRSM Alumni, with 9+ years of experience in the hospitality, real estate and academic sectors. She brings her passion for building meaningful experiences for her clients to develop and showcase their unique brand.



### Student Contributor Terel Leslie

Terel is a student in the Human Resources Management program at TRSM and is starting an internship with Deloitte. He is deeply interested in the world of workforce management and development and strives to pursue a career in the human resources field.

### Sources

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