

On the Job: Recruiter Enjoys Giving Direction

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Education: Bachelor's of science degree in accounting from Rutgers University in 1993. Completing a master's in business administration degree at Monmouth University.

Hometown: Howell

Employer: Fortis Consulting Group, LLC, Tinton Falls

Job Title: Managing partner

Job Description:

I am an accounting and finance recruiter. We find accountants and finance professionals for companies throughout the state of New Jersey.

What Is A Typical Day Is Like?

My typical day will consist of spending a lot of time on the telephone with both clients and candidates. I'll speak to clients about any staffing needs that they have. With candidates we will give

them career advice as well as talk to them about our current openings. What we like to do is really keep on top of what is going on in the state of New Jersey. We keep an eye out locally for companies, especially down here with all the building going on, that are just moving in. Lots of times it's a relocation and they need a lot of help getting their staff up and running. If a company is going out of business, we will put a call in to them. If they just filed for bankruptcy, we will offer to come on-site and talk to their whole accounting department to see how we can help their employees find new positions.

What You Like And Dislike About Your Job?

What I like about my job is really being able to help people with their careers. I like when people come to me and they are not necessarily sure what the next step needs to be in their career in order to get to where they want to be after five years. People will come in and they will sit down and I will ask them "What are your long term plans?" They'll tell me and I will advise them what they have to do short-term in order to get there. A lot of people don't know what it takes to be the controller of a company when they are only a staff accountant. It is really about being able to make a difference in a person's career. (What I dislike is) when you run into a situation where you can't help somebody. You are really trying, but their skills just don't fit the jobs you have. In today's market, where we are in a recession, you have people coming in here more than ever that really need your service. They really need you to help them become gainfully employed

again. And there is nothing that we here at Fortis can do to change the economy. When the economy is tight, you've got to show them a square peg for a square hole and a round peg for a round hole.

Suggestions For Other People Considering This Type Of Work:

If you want to be a recruiter you have to do it for the right reasons. You have to do it because you like to help people. The hours can be long at times. The work can be very stressful at times. But if you feel rewarded when a candidate tells you that you really made a difference in their career, you'll end up having a really great career here in recruiting. If you are doing it just for the money, if you are doing it just because it sounded like something that was interesting, it is going to be a short-lived career. They say the average life of a recruiter is two years; that's because most people get involved in recruiting for the wrong reasons.

By David P. Willis. If you are interested in participating in this feature, please write to Dennis Carmody, Assistant Business Editor, Asbury Park Press, Business News, 3601 Highway 66, Neptune, N.J. 07754-1551, or e-mail dcarmody@app.com.

