

## Chris MacGregor's Policies for Working With Recruiters

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I am happy to work with recruiting firms and independent recruiters for both contract and permanent positions. To avoid misunderstandings and ensure that everyone is treated fairly, I feel it best to lay out these guidelines for everyone involved.

1. I don't lie to you, ever, and you don't lie to me, ever. Not even a little teeny bit.
2. I understand that it is important (for everyone) to avoid situations where a recruiter attempts to submit my résumé to a company that is already in contact with me, directly or indirectly (e.g., through another recruiter, a friend, etc.). So, to avoid that situation:
  - a) You must never, ever, submit my résumé or mention my name, even “tentatively” etc., without my explicit and specific-to-that-employer permission first. This is very important.
  - b) If you talk to me about a position, I will (once it sounds interesting) want to know who the employer is, and I will have to know before I can allow you to submit my résumé – otherwise we risk violating the other guidelines. But:
  - c) Once you tell me about a position and where it is, if I already know about it, I will tell you that (and precisely how I know), and we will decide together if and how to proceed. Otherwise, under no circumstances will I attempt to pursue that position without your specific permission.
  - d) I will absolutely ensure that if I give you permission to submit me someplace, that I do not and will not have anything else “in the works” with that employer (or else I will clearly inform you of what the situation is, e.g., if I had contact with them at some time in the past and they might still have my résumé on file).
  - e) Once you have my permission to submit me to a particular employer, and in general once you tell me about a position about which I was not already aware, you “own” that relationship as far as I'm concerned. If I wind up working for them, you get the credit (and fee, etc.), or I don't work for them. I won't do anything involving that employer without your specific permission, including via friends/etc., and most especially not directly or via other recruiters.
  - f) If an employer attempts to cut you out of the loop, I will inform you and that will be the end of my interest in them – I don't care who they are or what they might try to offer me. I have no desire to work for unethical employers.
3. Only I edit my résumé. I have seen some really horrific errors introduced by recruiting firms in editing and “enhancing” résumés, and it can reflect badly on the candidate. If you need changes made, or have suggestions, etc., please feel free to get in touch with me about that. It is not necessary to obscure my contact information, or to add your own, as that would only be necessary if I wasn't committed to the above guidelines. Most other things are negotiable.
4. If and when it comes to negotiating salary or contract rates, I will be open and honest about where I've been and what I want and need, and I expect that you will be just as open and honest with me.