

# COLLEGE RECRUITER

A college recruiter works to hire top talent into their respective company from targeted agricultural colleges and universities. They are different from a corporate recruiter in they specialize in target audience of undergraduate or graduate students directly.

## WHAT RESPONSIBILITIES WILL I HAVE?

- Work with key business and HR partners to design a campus recruitment plan
- Determine core agricultural colleges and universities to target and recruit from
- Maintain relationships with core college campuses and students
- Target and hire qualified students into your company
- Manage applicant flow
- Manage the interview and selection process once qualified candidates are located
- Provide new and productive methods for recruiting talent through marketing campaigns and promotions
- Be involved in the planning and execution of summer internship or co-op programs including orientation and evaluations
- Promote any college placement or internship programs your company may have to students
- Conduct job forecasting for future positions
- Plan and attend campus career fairs and events
- Travel to targeted college campuses and conferences
- Assist with the coordination of company brand recognition at recruiting events
- Keep records of budget, expenses, cost per hire and return on investment
- Work closely with HR generalists, hiring manager and recruitment teams
- Maintain a high level of customer service



## WHAT EDUCATION & TRAINING IS REQUIRED?

A Bachelor's degree in human resources, business administration, agriculture or a related field is required

## THE FOLLOWING HIGH SCHOOL COURSES ARE RECOMMENDED...

Agricultural education, business courses, government, English and computer courses

## TYPICAL EMPLOYERS

Medium to large-scale agricultural companies and organizations

## FUTURE JOB MARKET/OUTLOOK



## SUGGESTED PROFESSIONAL ORGANIZATIONS & ASSOCIATIONS

- Society for Human Resource Management
- Professionals in Human Resources Association
- National Human Resources Association

## AVERAGE ANNUAL FULL-TIME SALARY

\$42,000