

# I LOVE MY JOB

**Refilwe Selekisho: Researcher at Landelahni Recruitment**

## What does a day in the life of a researcher at a recruitment agency entail?

MY responsibilities are primarily to make contact with potential candidates. This involves profiling the marketplace in terms of the candidate base and determining their suitability. I then make the initial call to the prospective candidate. Having engaged with the prospect, I would then engage with them briefly to gain a better understanding of their career, including their current role. If I feel that the individual meets the requirements of the role, I would arrange a meeting between them and the consultant. I also assist throughout the remainder of the process in managing candidates and arranging meetings, assessments, etc.

## Why did you decide on this career?

My sister-in-law is involved in executive research and she got me interested in the industry.

## What's most challenging about the job?

The most challenging part is really understanding the role you are pitching and finding the elements in it that are likely to appeal to an individual who is probably comfortable in their job and who is also likely to be highly accomplished.

## What is the most interesting part of your job?

The opportunity to learn about different industries and about successful people in those industries.



**EYE FOR TALENT:** Refilwe Selekisho's job is to find the right people for the job  
Picture: MARIANNE SCHWANKHART

## What type of person will make it in this industry?

I think this industry requires a lot of commitment and tenacity. It requires

someone who can see the potential in an individual and how that person could add value to an organisation. Often, you have to go on more than just

qualifications and experience to determine if you've got the right person for the role and the company.

## What subjects do you need to pass in high school to be able to study towards this career?

None in particular, but I think subjects that train you to gather information and then apply that information would be useful.

## What does one study at tertiary level to be able to get into this career?

A Human Resources qualification is useful, but any degree or qualification that exposes you to a variety of subjects would do.

## What growth prospects are there for this career?

The growth path is fairly flexible, depending on how far one wants to go. You can remain in recruitment and get to a consultant level, or you can choose to join a corporate (firm) and there you would have the opportunity to grow within HR senior even executive levels.

