



Ruth Espina Human Resources Recruiter



I am a Director level recruiter with a global recruitment firm that finds people jobs in the field of Human Resources.

How long have you been a human resources recruiter?

I have been in Human Resources (HR) for over 30 years! I worked in HR in retail for almost 10 years (HR Manager, HR Director, Employee Relations Manager) with Macy's, Nine West, Kenneth Cole and Starbucks. I then transitioned into search with FJMM in 1999 to help people find jobs in the field. I always felt that since I did the job myself, I could provide a higher level of understanding to both my clients (companies looking to hire HR people) and my candidates (people looking for a job in HR).

Where do you currently work?

I work for Frazer Jones Maximum Management, a global recruitment firm in the field of HR search and recruitment. Examples of HR positions include recruitment, compensation, benefits, rewards, payroll, organizational development, training, HR information systems (HRIS), and employee and labor relations.

How do you spend most of your time at work?

I do a lot of careful listening! I interview job seekers to assess their qualifications, skills and experience. I speak regularly with our clients' hiring managers to hear about positions they are looking to fill. I keep detailed notes in our database and then run reports to match candidates I've met with jobs they are qualified for/might be interested in. Once a candidate gives me permission, I submit their resume to the client for the position they are looking to fill. Hopefully, the client likes the resume and wants to interview the candidate directly and hire them! I support both the clients and the candidates all throughout this process.

Why did you choose this career?

I am so glad I found Human Resources! I had a temporary/summer job in HR at Macy's Herald Square, NYC during college and never looked back. If you want to be in the business world and LOVE people and hearing about their stories and experiences, then this is the field for you!

What did you do to prepare for this career?

A college degree is often required. I majored in Psychology and minored in Business but a lot of schools have HR or Industrial Psychology majors now which is even better. I've seen people get into the field without a college degree, but sometimes it's a bit harder to advance.

RUTH'S FUN FACT

I was born in a car on the Van Wyck Expressway in Queens, NY!

What do you enjoy most about your job?

I love my job! Making job matches and lasting connections thrills me to this day. I've been with FJMM for 21 years and have gotten ~750 people new jobs! I'd like to think I've helped each and every one of them and made a difference in their lives. Plus you meet the greatest people along the way.

What do you find most challenging about your job?

Ok, so it's not always totally perfect, like anything in life. There are times when the client likes a candidate and they aren't interested and vice versa. Deals fall through for other reasons, but thankfully it's more the exception. I also find if you're honest with both sides during the process with any concerns, there shouldn't be surprises in the end.

What is one piece of advice you would give to a young person who is interested in your profession?

Definitely try to get experience in the field. Our clients like to see that when hiring entry level people into HR. If you want to go into Recruiting specifically, a lot of firms will train right out of college. It's very much a sales role, so any sales/customer service experience you can get is helpful, too. There are a ton of recruiting firms out there, so do your research, send your resume and/or give them a call. Persistence is highly rewarded in this field. Getting a temp role during high school or college is a great way to get experience and build up your resume!

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