

Third Party Recruiters

Third Party Recruiters, as defined by the National Association of Colleges and Employers (NACE), “are agencies, organizations, or individuals recruiting candidates for temporary, part-time, or fulltime employment opportunities other than for their own needs.” **Third Party Recruiters are invited to post job opportunities only for former students (alumni)**, provided the recruiters review and adhere to the Principles for Third Party Recruiters as established by NACE. Third party recruiters are not invited to post positions for current students.

Temporary agencies or outsourcing contractors, as defined below, are invited to participate in on-campus recruiting, as follows:

- The temporary agency or outsourcing contractor is recruiting for specific positions within a single company, and
- The agency/contractor may represent only one company/semester, and
- The Career Center must receive a letter from the company prior to the date of interviews granting permission to be represented by the agency/contractor, and
- The schedule(s) must be set up under the name of the company for which the position (s) will be hired.

Temporary agencies or staffing services are considered employers, not third-party recruiters, and will be expected to comply with the professional conduct principles set forth for employer professionals. These are organizations that contract to provide individuals qualified to perform specific tasks or complete specific projects for a client organization. Individuals perform work at the client organization, but are employed and paid by the agency.

Outsourcing contractors or leasing agencies are employers, not third-party recruiters, and will be expected to comply with the professional conduct principles set forth for employer professionals. These are organizations that contract with client organizations to provide a specific functional area that the organization no longer desires to perform. Individuals hired by the outsourcing or leasing firm are paid and supervised by the firm, even though they may work on the client organization's premises.