

## Travis Peters Earns Partner

ERC, Inc., announces the addition of Travis Peters as a partner to lead its Banking/Finance Division.

"Travis brings with him a wealth of search experience and an unparalleled track record of success which will do everything to enhance our effectiveness in serving our client's needs, as well as, strengthen ERC's position within the accounting, banking and finance community," said Craig Libis, Chief Executive Officer of ERC, Inc.

Travis has been a team member at ERC since September of 2007.

[www.ercjobs.com](http://www.ercjobs.com)



Travis Peters  
Partner

(605) 428-6152

[Travis@ercjobs.com](mailto:Travis@ercjobs.com)  
Banking and Finance

Let's Connect: 

## Interview Tips

1. You can never be too prepared or too rehearsed. Research the company, job description, and the person you are interviewing with.
2. Prior to the interview, convince yourself that you like the person that you'll be visiting with even if you've never met them. It will make you more comfortable and relaxed.
3. An interview is a selling event. You must sell yourself and attitude is everything in selling. You are qualified for the role or you wouldn't have gotten asked to interview. Focus on people skills and intangibles that can't be found on a resume.
4. Look your best and have good body language the minute you walk in the door.
5. Be engaged in the conversation at all times. People hire people for two reasons....1. They like the person and 2. They know that person wants to work for them. Be likeable, be engaged, and be interested in the company.
6. Prior to discussing your background, ask the interviewer specifically about the position and what type of person would successfully fit into the organization. Listen, make mental notes and use that information to guide you throughout the interview.
7. When giving examples of past successes and experience; be specific and precise. Use facts, not opinions or generalities. Also, don't carry on and on, be direct. If the interviewer asks for the temperature, give them the temperature.....not the 7 day forecast.
8. No candidate is a perfect 10 out of 10. It is okay if you don't have all of the answers or experience they need. Be ready with specific examples of previous times in your career where you learned quickly and got up to speed.
9. As the interview is coming to a close. Reiterate you interest in the role, confidence in being able to perform the role and ask the interviewer if they have any concerns about you being a successful fit. If they do, this will be your opportunity to overcome any lasting concerns they may have and solidify the fact that you are the right person for the job.
10. Send a thank you note within 24 hours of the interview; it can be hand written or email. Emails are a sign of the times and often are preferred because of our "need it now world". Consider the interviewer and what they would most likely be accustomed to. That will help you decide whether a hand written note or email would be preferred.

**Travis Peters, Partner @ ERC, Inc.**



Steve Green  
 Account Executive  
 (605) 369-2105  
 Springfield Office  
 P.O. Box 154  
 Springfield, SD 57062  
 Fax: (605) 369-2109  
[Steve@ercjobs.com](mailto:Steve@ercjobs.com)

**Industry Specialty:**  
 Manufacturing/Midwest  
 Follow Me: 

## Contact Us

108 W. 4<sup>th</sup> St.  
 Suite 201  
 Dell Rapids, SD 57022  
 Fax:  
 (605) 428-6151

**E-Mail:**  
[craig@ercjobs.com](mailto:craig@ercjobs.com)  
[travis@ercjobs.com](mailto:travis@ercjobs.com)  
[steve@ercjobs.com](mailto:steve@ercjobs.com)

**Web Site:**  
[www.ercjobs.com](http://www.ercjobs.com)

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## Advertising vs. Recruiter Costs

Much like the cost of gas and milk; everything is costing more money including advertising costs for a new hire. We are all looking for ways to save time and money these days. So why use a recruiter over advertising yourself?

The sheer time spent putting together advertisements, job descriptions and contacting media is hours upon hours of wasted productive time for the HR department. Not to mention the cost of having a particular position sit open for weeks or even months.

Besides losing productive time at work, there is also the initial money needed to pay for all the different types of advertising which can be quite costly. For example, one of the local newspapers in our area charges \$950 per week to run a job posting in the daily paper. This doesn't count the job boards, radio ads, other newspapers or any other forms of web advertising.

After the resumes start coming in, the HR and hiring manager's time is now being used to review resumes, interview candidates, testing and evaluating candidates, checking references and meeting with unqualified candidates stopping by the office. Even after all of the time and money put into a search companies still find themselves coming up short without the qualified candidate they were looking for.

Our office spoke to a local company in the area, who had tallied up their advertising costs they spent over a 9 month period on a recent open position. Total costs in newspaper and web advertising was approximately \$65,000. The real kick in the shorts came when the position was soon empty after a little over a year, and they spent an additional \$55,000 + over a 4 month period to fill it.

Not only could this company have saved thousands of dollars but the time that was spent by their HR department is lost.

Save your time and money and use a search consultant as a trusted advisor and someone to get the job done right the first time. A quality hire is the best result your company could have.

*Ashley VDT, Director of Operations ERC, Inc.*

## NEW OPPORTUNITIES

- **Inventory Manager**  
**Sioux Falls, SD Area**  
 Contact [Craig@ercjobs.com](mailto:Craig@ercjobs.com)
- **Geotechnical Engineer**  
**Rapid City, SD Area**  
 Contact [Steve@ercjobs.com](mailto:Steve@ercjobs.com)
- **Staff Accountant**  
**Sioux Falls, SD Area**  
 Contact [Travis@ercjobs.com](mailto:Travis@ercjobs.com)
- **Design Engineer**  
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**Huron, SD Area**  
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**Sioux Falls, SD**  
 Contact [Travis@ercjobs.com](mailto:Travis@ercjobs.com)
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**Sioux Falls, SD**  
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- **Business Banker**  
**Sioux Falls, SD**  
 Contact [Travis@ercjobs.com](mailto:Travis@ercjobs.com)

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