



RECRUITERS, EMBARKING ON YOUR US JOURNEY?



Use our handy checklist below to position yourself as a knowledgeable, confident US recruiter by doing all you can to build great relationships and a solid reputation.

BEFORE YOU START...

Is your Job Description tailored for the US?

Think US-English, is it selling the opportunity, clear about remote or hybrid working, and does it include any mandatory state information?

Have you got tools ready to help you navigate different time zones?

There are 6 time zones across the 50 US states, and many have more than one time zone within them. Always be clear with candidates about this, book your calls to suit them and allow appropriate response times.

Have you considered your communication style?

In the US, verbal and written styles can be more direct than in the UK. Be ready to write and receive concise, clear and straightforward communications.

Are you clear about your Diversity & Inclusion position?

In the US, there are some questions you can't ask a candidate and lots of anti-discrimination laws to be aware of. Certain data must only be collected using specific forms.

Have you prepared for interviewing candidates?

This is likely to be more relaxed and conversational, featuring scenario-based questions and emphasising cultural fit. Candidates will also expect quicker feedback and follow-up.

Are you prepared to talk about short tenures and work-life balance?

In the US, short tenures are not uncommon, ask questions about achievements in those periods. Also be prepared for higher 'hours per week' as standard.

Are you ready to discuss rates?

Location, skill level, demand and contract length or travel requirements are all influencing factors. Remember, in most states you are not allowed to ask a candidate what they currently earn, so it is good practice to roll this out nationwide.

Are you prepared to talk about full compensation packages for W2 workers?

For example bonuses, their frequency and how they are calculated, any sales commission structures as well as annual raises. With no NHS, be prepared for specific questions about benefits, specifically healthcare. As well as additional role policies such as Paid Time Off (PTO), remote working, travel and expenses.

3R IN PARTNERSHIP WITH LEADING U.S. EMPLOYER OF RECORDS

Complex workforce regulations in the US can overwhelm UK recruiters, who often realise they need expert guidance. **Employer of Record (EOR)** companies help you manage these challenges, enabling quick, compliant placement of contractors across the US.

Together with **3R funding**, we simplify integrating US processes into your UK operations – making everything less stressful. We're here to help you scale faster.