



TRU & You

Here's how our job placement process works, and what to expect along the way...



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Get in Touch

TRU talent agents represent you free of charge — whether you apply via the TRU job board, submit a general application, meet us at a conference, or connect with us on LinkedIn — the TRU team is here to help.

Meet Your Agent

TRU pairs you with a talent agent who will be your primary point of contact representing your career.



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Pre-screen with TRU (15-30 minutes)

Here's where we get to know you: Why you're motivated, what you want, salary expectations, resume edits, job history, remote vs in-office preference, culture fit, job matchmaking, and much more.

Resume Review

Every resume TRU sends to a customer has an average of three sets of eyes proofreading for spelling, formatting, grammar, syntax, errors, and overall effectiveness. We also give pointed advice about how to customize your resume.



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Review Job Descriptions

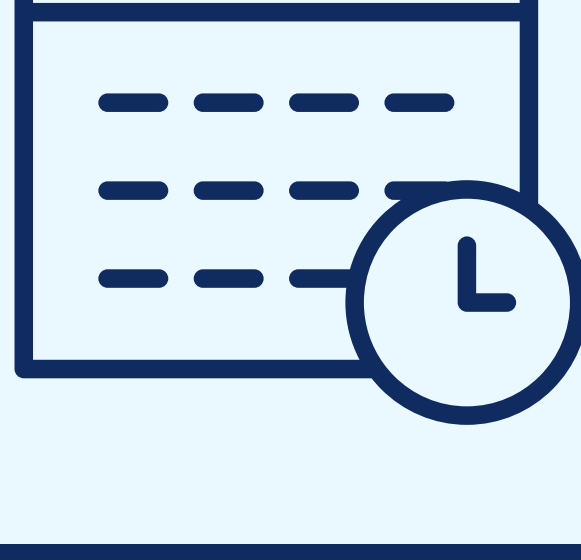
Your TRU Talent Agent will curate a list of active job descriptions and potential employers for a proactive introduction for you to review & approve.

Give Us the Green Light

You'll get automated emails for each job for which your agent feels you are a fit. You can click and approve an immediate submission of your resume or schedule a time to talk about the details.



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Meet Your Search Concierge Team

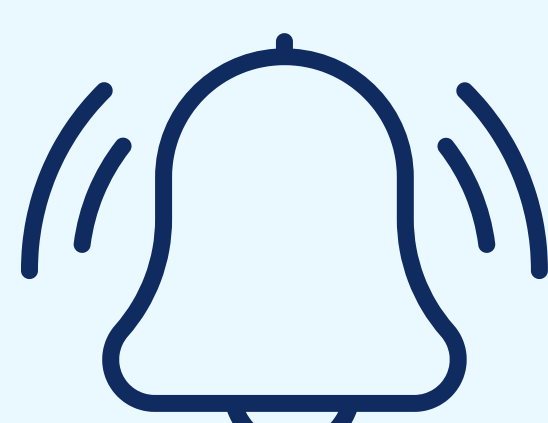
Each job seeker represented by TRU gets access to TRU's scheduling and logistics teams, who will provide concierge service when booking interview and preparation call appointments. The TRU scheduling team's speed & efficiency gives our candidates competitive advantage.

Interview Preparation

You'll get prepped by a TRU Talent Agent before every interview. Come prepared to rehearse questions and answers, and get intelligence about the company and people you can't find anywhere else. We help shape your messaging, so you can be at peak performance during interviews.



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Debrief

After every interview, call your talent agent to discuss how it went. If there's no time, you can leverage our debrief automation.

Offers Extended

Our goal is to ensure you receive offers for all the opportunities you are interested in at the same time. We'll help you weigh your options, and handle all salary negotiations on your behalf.



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500

50 years
Combined
Recruitment
Experience

TRU Value By the Numbers

TRU gets you in front of hiring managers faster than anyone else.

15 Mins
Scheduling
Team Reponse
Time

15

75

75%
We Catch
Typos in 75%
of Resumes

TRU's operations and recruitment teams ensure your resume is flawless.

TRU agents are adept at getting salary expectations met for their candidates.

90%
Offer
Acceptance
Rate

90



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Offer Accepted

Get ready for a background & reference check. Have your transcripts and trusted references at the ready.

Giving Notice

Check out TRU's [Resignation Packet](#) – our best guidance on how and when to give notice, avoid counteroffers, and navigate difficult conversations on your exit.

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Start Your New Job with Confidence

We want to know how your first day, week, and month went. Expect to get communication from your talent agent after you've started.

Agent for Life

TRU talent agents take the greatest pride in representing people throughout the entirety of their career. Our value to you professionally extends far beyond getting you a job. Let us continue to promote you over the course of your career as you gain skills, move up, and change jobs.

