Why You Join NAPR: For the Ethics

88% Important or very important in joining and remaining a member of NAPR

100% Mission and values are very or extremly aligned with NAPR

Referrals without candidate permission was the most common ethical challenge faced from competitors, followed by sending unsolicited CVs to clients, blocking proper referrals and competitors claiming fees when not the procuring cause.

Resources needed: easy-to-use ethics guides, help publicizing the importance of working with an ethical recruiter.

"In an industry where trust means everything, a basic building block of integrity for any firm should start by first becoming a NAPR member, and then by proudly displaying the NAPR logo. This signals the principles your company holds dear, because by being a member, you've agreed to abide by the highest ethical standards."

– Scott Edwards, CEO, Adaptive Medical Partners

"As an independent search firm who is guided by their values of, integrity, service, dedication, and loyalty, being a member of NAPR is important. NAPR's integrity of ethics and bylaws is important to Adkisson Search; the reason we have been a member over the past 19 years. Just as healthcare organizations must be approved by governing bodies, NAPR is the governing body for recruitment firms. We don't collaborate with firms that are not part of NAPR."

– Michelle S. Houchin, MSL, CMPE, President, Adkisson Search Consultants