



## Senior Consultant - Search

Southwark, London

£Competitive basic + £11k+ on target bonus, uncapped

TARGETrecruit are an established yet growing graduate recruitment business focused on bringing the best graduate talent to clients in a variety of industry sectors. TARGETrecruit offers managed recruitment services, market leading technology and a search and selection service for hiring the best graduates for business. Personality and ingenuity are important to us, we look for people who are commercially aware and hungry to develop but at the same time have integrity and are going to provide both clients and graduates a high quality service and information. TARGETrecruit is part of GroupGTI, a market leading business in graduate recruitment offering many services and products including TARGETjobs.co.uk the UK's largest graduate careers site.

We are recruiting for a **Senior Consultant** to join the search team within our TARGETrecruit division in Southwark in Central London. The search team function as a professional graduate search and selection agency very specialised in graduate recruitment for a variety of industries and types of graduate roles. This is a 360 role – so we need someone who can both find the best people for client roles, as well as developing new client relationships and account management. You need to be someone who is capable of selling to human resources professionals and senior managers or directors within business, and able to adapt the service that you are offering as appropriate to their need. It's not a one size fits all. We have a flexible model that encompasses both contingency and retained hiring solutions for our growing list of clients.

### Work includes:

- Client acquisition. Phone, email, LinkedIn, face to face meetings, networking, fairs and events and whatever resources you have



available. Able to handle outbound sales approaches as well as client meetings and presentations professionally and consistently but also incorporating creativity where appropriate to get the best result.

- Pipeline management. You need to be able to independently manage your own pipeline, including managing concurrent projects at different stages. Regular reporting of pipeline to line manager and business.
- Account management. Able to manage accounts with multiple contact points, corporates to SME in different industries and client contacts at many different levels, in our current client base we have contacts ranging from HR Administrator to Group Managing Director. Able to build rapport quickly yet nurture and manage ongoing relationships.
- Candidate attraction (advertising and headhunting). Able to think innovatively and research new marketing methods where appropriate. Able to intelligently pitch roles to both applicants as well as approaching graduates to introduce roles, whilst assessing candidate experience, personality and culture fit against business and role in question.
- Selection. An important part of our service is selection. Able to quickly identify interesting candidates, assessing academics including university and course results as well as experience. Able to implement selection tools including video interview, psychometric tests, technical tests, telephone, skype and face to face interview, and assessment centre. Able to advise clients on what selection tools are being used, your results, and why they are important.
- Candidate management. An organised, friendly, yet professional and not overly familiar approach to make sure candidates are kept engaged in roles and guided in the right direction during the recruitment process.
- Handling offers. Able to handle offers in a professional, appealing way with integrity and results. Able to gather detailed feedback and present this to candidates.
- Meeting and exceeding monthly and annual individual revenue targets. Targets need to be hit consistently and exceeded wherever possible.

**The successful candidate will need to have:**



- Three – ten year's professional experience in a commercial, account management, recruitment or sales role. History of achieving targets including business development, whether with existing accounts or creating new accounts.
- Proactive personality with a can do attitude. Motivated to achieve the best result and not satisfied with average performance.
- Excellent communication skills - oral and written. Client and candidate communication needs to be top level. Articulate and able to explain and support point of view quickly, clearly and persuasively. Our sales approach to clients is usually conceptual rather than selling an individual candidate, and you need to be able to discuss why TARGETrecruit and you as a recruiter are different and how you can meet their need.
- Rapport building skills – Able to build rapport quickly, mainly over the phone but also in person with people at different professional levels, with very different personality types and different motivations. Able to ask intelligent questions and credibly advise options, best practice.
- Demonstrable organisational ability. Able to handle high volumes of applicants where necessary. Able to advise, manage and support junior recruiters where necessary on project.
- Strong sense of customer service. Able to act with integrity and honesty with both clients and graduates whilst fulfilling commercial goals. Able to leave a lasting positive and professional impression.
- Intellectual curiosity about both business and people.