

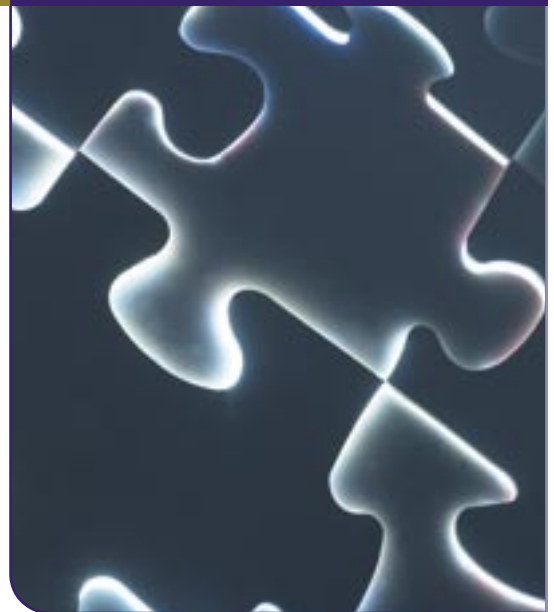
Managing Consultant – Equity Opportunity

Every member of a team is unique; we consider that a good leader will be able to get the best from team member's strengths whilst supporting and helping them to develop and improve their weaknesses.

You? May be an experienced recruiter mentoring some junior team members.

You? May be a successful biller managing your own resource staff.

You? May be a top consultant seeking career progression.



Managing Consultants

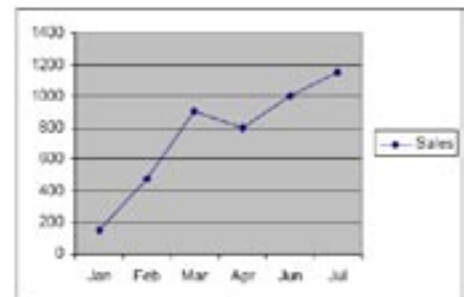
This is primarily a commercial management role, you will be responsible for GP growth, and your rewards will be unlimited and commensurate with your levels of success.

You will have an enthusiasm for identifying new team members, spotting their talents and attracting them to your team. You will be recruiting 'raw material' in addition to experienced and capable recruiters from a variety of recruitment backgrounds.

A natural coach and mentor you will support and develop a team containing varying levels of experience.

Certainly you will want to lead through example, you will still earn fees wherever you can, you would also actively explore business opportunities to pass onto your team. As a competitive person you will want to do everything you can to ensure your teams success.

As a commercial manager you would be monitoring your team's collective and individual performance, both through activity and revenue, and seeking to guide them through peaks and troughs in order to develop consistent revenue streams.



By far the most important attribute to this role is a commercial mind.

You must be capable of analysing the risk and benefit to the company in any particular recruitment situation, you must focus on the development of your team and the company as a whole, and this does not necessarily mean that priority should be on the short term 'win'.