

## Managing Consultants

**Every member of a team is unique;** we consider that a good leader will be able to coach the best from each individual consultant's strengths whilst supporting and helping them with their development area

**You?** May be an experienced recruitment professional that is currently managing and mentoring a sales team

**You?** May be a successful Sales & Marketing Manager with aspirations to enter the recruitment sector

**You?** May be a top performing sector specific Senior Consultant with managerial aspirations

## 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 skill and experience.

You will possess strong business acumen and have a passion and enthusiasm for a specific area of Business & Industry.

Certainly you will want to lead through example, you will generate fees, but 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 this priority leans towards short term thinking.

## Resourcing Consultants

A good employer should look beyond the obvious to assess a person's attitude, cross transferrable skills, and more importantly perhaps desire and motivation.



As a **Resourcing Consultant** we need you to do that on behalf of our clients.

You will identify and present suitable professionals to fulfill our client's current assignments.

Through identifying, interviewing, and coaching your candidates through the recruitment process you will make successful placements with our clients

As a company we invest in IT to support our search for talent, with this in mind you will be IT literate and technology aware as you will spend a lot of your time using both web based and internal research tools and databases such as Linked-in, Facebook, Jobsite, Monster, Total Jobs and our internal CRM software in order to highlight suitable job seekers..

You will have a flair for persuasion, great interpersonal skills, energy and confidence as you will be selling' the benefits of our client opportunities to potential candidates. You will need to be a commercially aware individual who is happy to negotiate

Initially pre-screening them for suitability over the telephone, you will arrange to meet them face to face, or Skype, facetime, where you will probe further their experience and motivations, through being naturally curious, articulate, analytical and influential.

You will also be a natural lateral thinker who easily builds, maintains and uses social networks, often the best candidates are those to who you are exclusively introduced!

You will develop good business relations with your top candidates; you will strive to be an expert in your sectors, knowing exactly who is moving where and why.

## Are you a likely candidate ...?

You may already be a recruitment consultant focusing on the candidate side?

You may already be performing some other aspects of this role in the recruitment industry?

You may have never worked in recruitment or even particularly in a people industry before?

But if you think that you have some of the attributes we have highlighted here and have a **DESIRE** to use these attributes in a fast paced, targeted environment then we'd love to talk with you and discuss this opportunity further.

For people committed to achieving success through hard work **we will train, mentor, coach and motivate you through the learning period and beyond.**

## Know all the moves.....?

**But restricted by your current environment?** You may already be the top consultant in your team/company, or a team manager that is a leading light in fee generation, you know you can bill and earn more - if only you had the backing and freedom.



We acknowledge the skills, experience and proven track record of successful recruiters and we believe we provide a framework of accelerated success for such people looking for their next move.

### Senior Consultants

Our Senior Consultants own and control the entire 360° process. They are responsible for business development, for identifying new prospects and the management of existing accounts.

They are expected to research, network and actively seek out new business at every opportunity, whilst continually maintaining existing clients and assignments with a high quality professional service.

They have responsibility and authority to negotiate terms with our clients and agree required recruitment approaches according to our 360° model. They will respond to ITT and pitch for PSL and exclusivity.

They will spend a great deal of time and effort in the identification, often through the search and selection route, of suitable talent for their clients, they will build and maintain candidate industry networks to ensure they are always aware of available talent and are the first port of call for any candidate movers.

Senior Consultants operating our 360° model need to be energetic, ambitious, and driven, with the required levels of professionalism, intelligence and integrity to provide **top quality service to our blue chip customers**.

### 360 degree solution ...?

In essence it boils down to doing whatever you need to do to in order to deliver a suitable solution to your client – why restrict yourself to only one approach?

Attempting to avoid unnecessary restrictions that hinder the process – you would adopt a commercial framework or select a hybrid approach from our model to deliver the solution, and do whatever you need to ensure success.

It also means autonomy, the freedom to make your own business choices, your own decisions on what needs to be done and when, in order to deliver success to your clients, success to your desk and to your organisation.

Midas Selection provides a management framework that supports trains and coaches people in this role, you may not have experience or exposure to some areas of the recruitment process – we'll ensure that you get the experience and training required to be confident in front of your clients.

We also offer leading edge cloud technology to support your customer facing sales activity, so that you don't miss an email or an application whilst you are in the field meeting your clients and candidates.

### Other Industries

If you have experience of skill sectors other than Sales, Marketing and Executive, but you have a proven track record within permanent recruitment then we would be pleased to hear from you.