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| Job Title: | Recruitment Consultant | Job Category: | Recruitment |
| Department: | Sales | Job Location: | Bournemouth, UK |
| Level/Salary range: | £up to £20,000 basic | Position Type: | Full Time |
| Job Description | | | |
| The Fast Track Consultant Development Programmes outlines a development path from Trainee Resourcer to Recruitment Consultant to Senior Consultant and ensures the essential skills and techniques to underpin your success as a top performer.  As you progress through the Development Programme you will have increasingly challenging targets to achieve which will demonstrate your ability to perform successfully in the role.  As a recruitment consultant, you are expected to deliver 3 deals per month.  **Minimum Requirements**   * **Goal driven and success motivated** * **Influential communication skills both verbal over the phone or face to face and written** * **Social ability to network and engage with others** * **Aptitude in learning and applying new skills** * **Organized and disciplined** * **Willing to put in the effort to complete a job** * **Works effectively in a team**   **Role and Responsibilities**  Manage and deliver performance results in your market as a 360 consultant. Effectively Resourcing Candidates to meet Client Requirements & Lead Generation.  Create a “no excuses environment”. As the business grows you will be expected in the absence of a senior consultant or line manager to take responsibility to support juniors on the team, acting as a mentor, role model and setting the example for others to follow.  Clear to never undermine the company or team on decisions made, supporting working practices yet willing to discuss views with line manager or directors for the better of the business.  **Key Skills & Experience**   * Acting “AS IF” Senior Consultant * Executing 360° recruitment within your specialist practice including: business development, candidate delivery and full management of recruitment processes * Fully mapping out the market place including all client sites, teams, hiring managers and influencers. Keeping track of any movements in the market and ensuring all networking and mapping intelligence is captured. * Proactively engaging in new business development to ensure that Mills Chase has full visibility of roles and hiring needs within the market * Employ Mills Chase Methodology to Sourcing and identifying candidates to ensure ‘no stone is left unturned’ * Effective Advert Writing to Attract Candidates * Establishing, building and further developing relationships with candidates and clients * Identify negotiation situations including the client or candidates Starting Position, potential PSL opportunities and communicating these clearly to senior consultant or line manger to support in negotiations. * Deliver deals end to end * Client and candidate meetings   **Deliverables**   1. Meet all Targets as agreed in your Monthly Business Review 2. No less than 3 deals every month 3. User Group meetings / Events once a quarter 4. Continue to build your market through new client acquisition and existing client development   **Characteristics**  **Ambition & Motivation**  Intrinsic motivation and purpose to succeed.  **Resilience & Determination**  Will fight for difficult goals despite challenges. Will bounce back from adversity. We need people who are ‘made of steel’, ones that can triumph where others would collapse  **Curious & Hungry**  People with true passion often exhibit an obsessive nature. It is likely you will demonstrate obsessive tendencies and have very wide knowledge and/or areas of specialist interest. We want people that are plugged into the world!  **Engagement**  A knack for using emotion and logic to communicate, persuade and connect with people. “Success begins and ends with Relationships” you should be able to build rapport easily; your first impression should be strong.  **Insight**  An ability to make sense of information that suggests new possibilities and opportunities  **Character**  We are all looking to work with honorable people that act with and exemplify our core values including integrity. It is impossible to build a respected brand or harmonious teams if we do not all have a shared moral framework.  **Discipline & Commitment**  You will have a disciplined, structured and comprehensive strategic approach to achieving your objectives. | | | |