

27Talent

Recruitment Consultancy VS Executive Search

What to expect

RECRUITMENT CONSULTANCY

- Business Development and Account Management
- Meeting with potential and existing clients to build relationships
- Winning business from new clients
- Negotiating terms and fees to be paid upon completion
- Calling and meeting clients (talking to people at all levels in the business from Secretary to CEO)
- Developing client relationships
- Sourcing candidates (job adverts, LinkedIn, networking events, headhunting from other businesses)
- Interviewing and shortlisting candidates
- Preparing candidates for interviews
- Matching candidates with businesses and opportunities
- Chasing feedback after interviews for both parties
- Ensuring both sides have the best package
- Closing deals
- Our contingent recruitment clients generally place candidates whose remuneration is up to £100,000 per annum

EXECUTIVE SEARCH

- Researching and market mapping
- Building a network to become aware of potential vacancies and top tier candidates
- Pitching to clients to win business and negotiating retained fees and completion fees
- Building relationships with passive candidates and enticing them out of their current roles
- Working to specific deadlines and meeting targets
- Constantly keeping up-to-date and having an in-depth understanding of your market
- Delivering options to your client by presenting longlists and shortlists of potential candidates
- Preparing your shortlisted candidates for their various interview stages
- Ensuring the clients secure their desired candidates
- Ensuring your candidates' remuneration and packages are competitive
- Negotiating with both parties
- Staying in close contact with clients and candidates after completion of the work to ensure the transition is smooth and to ensure completion fees are paid
- Our executive search clients generally place candidates whose remuneration is more than £100,000 per annum

Career path and remuneration

RECRUITMENT CONSULTANCY

Year 1:

Basic Salary: £25,000 - £30,000

On Target Earnings: £35,000 - £45,000

Position: Trainee/Graduate Recruitment Consultant > Consultant

Year 2:

Basic Salary: £30,000 - £35,000

On Target Earnings: £50,000 - £70,000

Position: Consultant > Senior Consultant

Year 3:

Basic Salary: £35,000 - £45,000

On Target Earnings: £75,000 - £100,000

Position: Senior Consultant & Managing Consultant/Principal Consultant

Year 4 – Year 5:

Basic Salary: £45,000 - £60,000

On Target Earnings: £100,000 - £150,000

Position: Business Manager > Associate Director

Year 6 and beyond:

Basic Salary: £60,000+

On Target Earnings: £150,000+

Position: Associate Director > Director > Managing Director

EXECUTIVE SEARCH

Year 1 – Year 3:

Basic Salary: £28,000 - £35,000

On Target Earnings: £35,000 - £65,000

Position: Junior Associate/Researcher/Analyst

Year 3 – Year 5:

Basic Salary: £45,000 - £55,000

On Target Earnings: £70,000 - £90,000

Position: Senior Associate/Researcher/Analyst

Year 5 – Year 7:

Basic Salary: £60,000 - £70,000

On Target Earnings: £100,000 - £150,000

Position: Principal Consultant/Associate Director

Year 7 – Year 10:

Basic Salary: £70,000 - £100,000

On Target Earnings: £150,000 - £200,000

Position: Director

Year 10 and beyond:

Basic Salary: £100,000 - £150,000

On Target Earnings: £200,000+

Position: Partner > Managing Director



Desired profile

(You would need to fulfil two or more of the criteria)

RECRUITMENT CONSULTANCY

- Recent graduate from any University with grade 2:1 or above and A Levels ranging from A* - C grades
- Participated in sports teams and societies
- Worked part-time alongside studying
- Highly competitive, ambitious and results driven, with the confidence and tenacity to excel within a target driven environment
- Mature, confident, articulate and sociable with natural business acumen and a 'winning' mentality
- B2B sales experience
- Money motivated

EXECUTIVE SEARCH

- Recent graduate from Top 30 University with grade 2:1 or above and A Levels ranging from A* - B grades
- Track record of success to a high level alongside studying (prefect/head of house/sports captain, corporate internships or work experience)
- Smart, emotionally intelligent and personable with the ability to communicate well and the confidence to deliver presentations
- Hard working, patient and a natural problem solver
- Multilingual
- Career driven