

# 27Talent

**Recruitment Consultancy Career Overview**

# Your role as a Recruitment Consultant

As a '360' Consultant you will be managing both the client side and the candidate side of the job.

## With clients your role will include:

- Business Development and Account Management
- Cold calling as an initial point of contact
- Meeting with potential and existing clients to build relationships
- Winning business from new clients
- Negotiating terms and fees
- Calling and meeting clients (talking to people at all levels in the business from Secretary to CEO)
- Developing client relationships

## You will then need to secure candidates to fill these roles. The candidate side of the role involves:

- 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

# Earning potential and career progression

Starting salary is typically £22,000 - £26,000 basic + uncapped commission.

As a **Trainee Recruitment Consultant** your first year is all about learning, by the end of your first 12 months you will realistically earn between £35,000 - £45,000.

By your second year you should have been promoted at least once and really start to reap the financial rewards as you will have a good understanding of the role and have the contacts to generate business. Most recruiters in their second year are on a basic salary of circa £30,000 + commission and in total earn between £50,000 - £70,000.

During your third year you will have the option to become a **Principal Consultant** or a **Managing Consultant**. At this stage you should realistically be earning a figure between £75,000 - £100,000 (although there are Consultants who have earned £100,000+ in their third year).

- A Principal Consultant purely focuses on their own development and goes down the route of becoming a 'Top Biller' in the company.
- A Managing Consultant will start to hire and manage their own team, meaning as well as earning commission from your own deals, you will earn commission from the deals that people on your team secure.

The "On Target Earnings" (OTE), which is your salary + your commission, should be between these figures:

**Year 1: £35,000 – £45,000**

**Year 2: £50,000 – £70,000**

**Year 3: £75,000 – £100,000**

**Year 4: £100,000+**

**The career path looks something like this:**

Trainee Recruitment Consultant > Recruitment Consultant > Senior Recruitment Consultant > Principal Consultant/Managing Consultant > Business Manager > Associate Director > Director

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# Training & Development in Contingent Recruitment

You will truly be invested in as a Trainee Recruitment Consultant. In order to excel and represent your company in the best way, they will train you to be an expert in your field. You will be trained internally by Senior Managers and shadow people at all levels – as well as this, on-the-job, classroom training and external conferences will be there to help you progress throughout your career.

The career progression is meritocratic and it will be made clear to you when you join the company what you need to achieve in order to progress from a Trainee to Director. You do not need to be with the company for X number of years or rely on the relationship you have with your manager to get promoted. You are given targets and know what you need to do to get to the top – you just need to be hardworking and ambitious.



Throughout your career you will be trained and given the tools to reach your full potential.

# The challenges faced by Recruitment Consultants

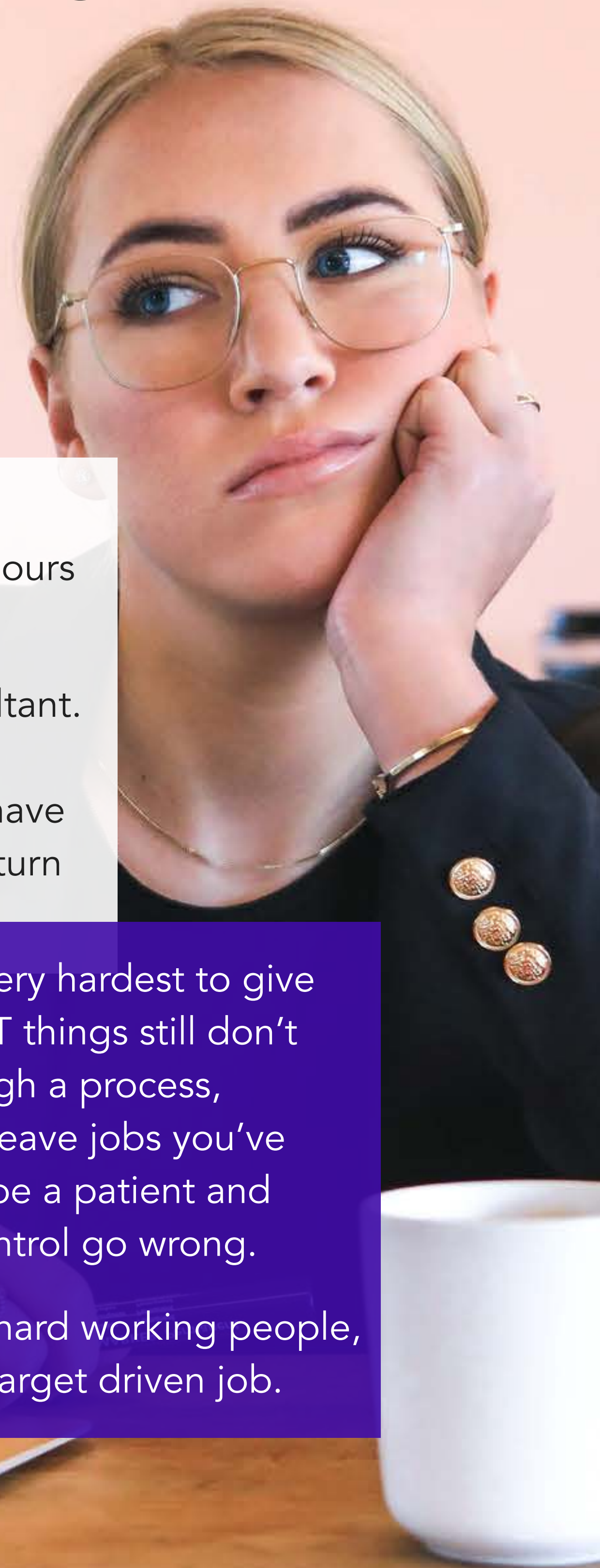
Although recruitment can be a very rewarding industry, it comes with its challenges too. It is important you know what to expect before you enter the industry so that you can decide whether this really is the career for you.

- **Long hours:** Recruitment is **NOT** a 9 – 5 role. Most office hours are 8:30am – 6:30pm Monday to Thursday and 8:30am – 5:00pm on Fridays. You should expect to work anywhere between 10 – 12 hours per day as a Recruitment Consultant.

- **Facing rejection head on:** You will hear “NO” more than you hear “YES” as a Recruitment Consultant. A big part of your role is cold calling hiring managers and potential candidates, and unfortunately sometimes people are not interested in engaging with Recruitment Agencies to work with. You do have to make yourself stand out from the crowd and be persuasive at times in order to win business and turn a “NO” into a “YES”.

- **Managing change:** You can do everything by the book, work your very hardest to give your candidates and clients the best service, put in the long hours BUT things still don't go your way. Hiring Managers can decide to stop hiring halfway through a process, candidates can decide they don't want to move jobs or can get fired/leave jobs you've placed them into, putting you back at square one again. You have to be a patient and resilient person who bounces back quickly when things out of your control go wrong.

- **Competitive environment:** You will be surrounded by like-minded, hard working people, which can be great but it can also feel quite pressurised working in a target driven job.



# Involvement in the company

A group of people are sitting around a wooden table in a bright, modern setting. They are all smiling and high-fiving each other, creating a sense of teamwork and celebration. The background shows a stone wall and a window with a view of a city.

You really have the opportunity to get involved. We look for social individuals who get their heads down and work hard but also fit in well with the company culture and throw themselves into...

- Inter-company sports teams (football, netball, rugby, hockey)
- Social events such as charity fundraising events and company nights out
- Competition: striving towards hitting company incentives as well as personal targets

# Incentives you can expect as a Recruitment Consultant

Recruitment is an industry that really rewards hard work. As recruitment is a people based job, it tends to attract sociable individuals who are confident, articulate and personable. There are many incentives in recruitment which are there to keep you wanting to work that little bit harder including:

- All expenses paid for company socials and outings to top venues
- Quarterly 5\* Holidays Targets (Ibiza, Marbella, Dubai, Las Vegas, Skiing in Europe)
- Monthly Lunch Clubs at Michelin star restaurants
- Away day trips, sports days and events (examples include premiership football and rugby matches, horse racing, go-karting, paintballing and bowling)
- Birthday day off
- All-expenses paid luxury long-weekend breaks
- Subsidised gym membership
- Company phone and laptop

# What does it take to be a Recruitment Consultant?

We are looking for people who have a desire to be successful. Although Recruitment has some excellent aspects, it can be a really challenging job – the hours are long and you will face rejection daily. We need people who can prove they are hardworking and resilient. You would need to fulfil two or more of this criteria:

- Ideally have good A Levels (A\* - B grades) OR a 2:1 degree or above from University
- A track record of achievement throughout your life (e.g. worked alongside studies, been involved in competitive sports teams, been entrepreneurial, worked in a “hard graft” job)
- Highly competitive, ambitious and results driven, with the confidence and tenacity to excel within a target driven environment
- Mature, confident, articulate and sociable
- Sporting/competitive background
- B2B sales experience is desirable



# We're here to help

If you want to find out more about recruitment as a career path, please get in contact with us to arrange a confidential and non-committal conversation. We can explore if this is a career for you and talk about your options.



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