

# spencerharrington

## Contingent Recruitment

### **Introduction;**

- Contingent recruitment in its most simple form is placing candidates in specific roles through advertising or through speaking to existing candidates on the company's database.
- Clients – you will pick up roles through speaking to existing clients, sourcing new clients or clients calling you with a role. You will usually have a large portfolio of clients and will be working on a number of different roles at any one time.
- Candidates - Any candidates that you speak to are 'warm' so they are already actively interested in the role or have applied for a similar role in the past and/or had dealings with your firm so they are often very keen to move jobs.

### **Role;**

- At first this will be predominately telephone based but within a few weeks/months you will have a chance to be involved in face to face and relationship building. It is generally a very fast paced, dynamic, sales-driven and hugely rewarding role.
- You will quickly be involved in 'full cycle recruitment' which means you will run the complete process from generating your own candidates, bringing on new business to closing and negotiating your deals.

### **Who it suits;**

#### Personality

You will need to be very competitive and driven to remain motivated throughout the days. The environment is lively and energetic so suits outgoing, confident graduates who want to work in an energetic, fun work place.

#### Skill Set

Experience in a competitive, sales driven environment would be preferable but demonstration of a competitive side is just as advantageous. Likewise, proof of hard work in any sort of commercial environment will demonstrate you've the potential for success.

#### Attitude

You will have to be extremely positive and enthusiastic as at times this job can be tough and demanding. Very hardworking and money motivated, prepared to work long hours to earn serious commission.

### **USPs;**

- Environment – dynamic, fast-paced, energetic sales floor that will keep you motivated and energized.
- Money – you can earn more money in your first year at a contingency recruitment firm than any of your friends will as grad schemes accountants (and we guarantee you'll have much more fun). And with realistic potential of earning six figures by your second or third year you'll easily stay ahead of the pack too.

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- Progression – a completely meritocratic environment you will be rewarded dependent on your achievements and hard work. The sky is the limit for career development and you will be able to tailor your progression dependent on your own personal choice.

## Progression;

Within the contingent market there are a multitude of prospects you can explore during your career. From your position as a resourcer you can develop into;



Remember these timelines are only a guide; recruitment is a 100% meritocratic environment so if you can prove yourself as a valuable member of your team you will be progressed as quickly as you wish.

## Earnings;

Basic salaries vary from £18k - £22k but OTEs in your first few years are amongst the highest in the industry.

### Billings;

The amount you earn will depend upon how much you bill.

	Billings per month	OTE
<b>Year 1</b>	£20k	£30k - £50k
<b>Year 2</b>	£25k	£50k - £70k
<b>Year 3</b>	£30k	£70k - £100k