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Contingent Search / Hybrid Search

Introduction;

- Unlike contingent recruitment, headhunters or search consultants do not advertise for the positions they are looking to fill. Headhunters proactively go out into the market to find the most suitable candidates for a specific role.
- Clients – you will probably be working with just a select few number of clients but each mandate will be released to a number of agencies.
- Candidates – they will not be actively looking for a new role so it will be your job to find suitable people in the market place through networking, referrals, market mapping and headhunting

Role;

- As a headhunter you will focus on candidate delivery, researching your market to find potential candidates for the roles you are working on.
- The role is competitive as other firms will be working on the same mandates but as you are working with higher-earning, more senior candidates you still need to work with a professional and consultative approach.

Who it suits;

Personality

You will need the aptitude and intelligence to deal with senior candidates and complex roles but also the competitive sales edge to survive in what is still a sales drive environment.

Skill Set

You will need strong negotiation skills and a confident manner to control process with senior candidates and clients. You will need to be an excellent relationship builder to maintain long term business relationships and secure a strong network within your market.

Attitude

Headhunting is a difficult and demanding job, you will need a positive attitude and an excellent work ethic to keep up the drive and pace necessary to succeed.

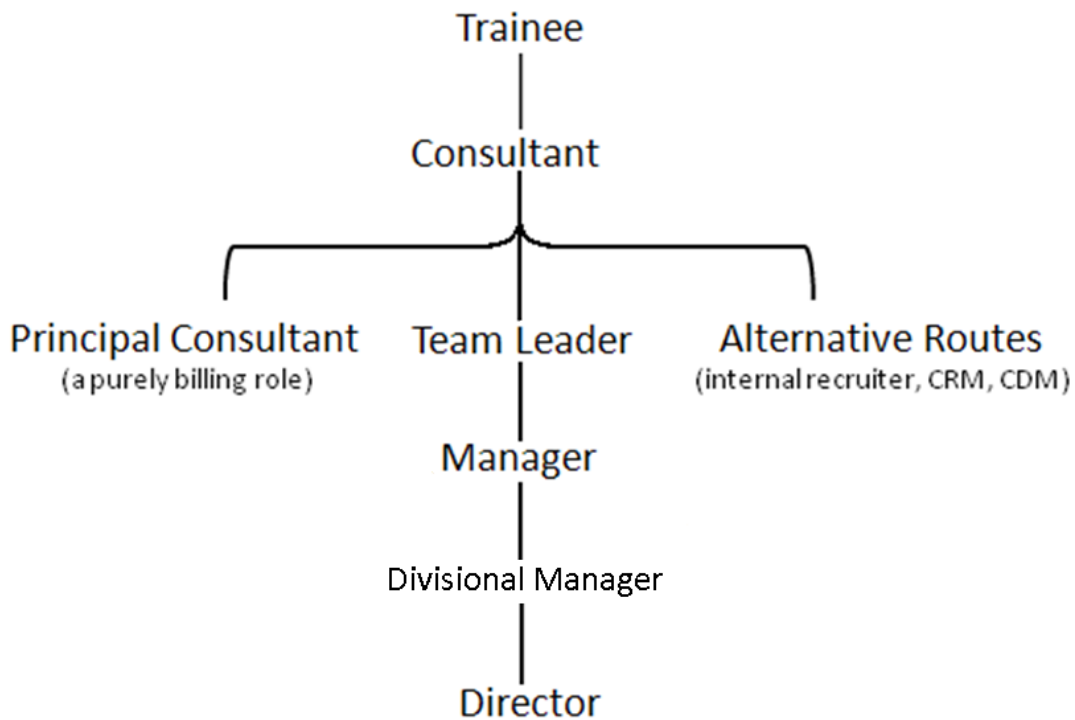
USPs;

- Role – a diverse mix of high energy sales and a consultative, intellectually stimulating process
- Money – generous starting salaries with huge earning potential in both your first year and onwards
- Skills – due to the nature of the market and role you will develop a diverse range of business acumen and quickly.

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Progression;

- You will start as a resourcer/researcher and you're likely to progress to consultant in between 6 and 18 months
- Next steps will depend on your own preferences and success, normally you can move to management one or two years after achieving consultant status.



Earnings;

- Starting salaries will range from £20k - £25k. 1st year OTEs expected at £35-£50k with this likely to double over the next few years.
- The amount you earn will depend upon how much you bill. Expected salaries of your first 3 years are below.

	Billings per month	OTE
Year 1	£20k	£30k - £50k
Year 2	£25k	£50k - £80k
Year 3	£30k	£60k - £100k