

Idealpeople

www.idealpeople.net

www.idealpeopleblog.com

YOUR TALENT IS OUR BUSINESS

JOB DESCRIPTION : CONSULTANT / RECRUITER / TALENT-SCOUT / TALENT ACQUISITION SPECIALIST / TALENT BROKER

Who are Idealpeople?

Idealpeople are a market-leading technology recruitment firm specialising in delivering world-class talent to world-class technology companies.

In a very competitive field, Idealpeople differentiate ourselves through our ethical, professional approach, our innovative candidate sourcing methodology (incorporating traditional contingency search, Social/Professional Networking and Web 2.0 methodologies) and our low-volume, high-quality sales approach.

We operate an autonomous, open and collaborative working environment, and a commission scheme which incentivizes success and has no caps – genuinely unlimited earnings potential.

What does an [job title] Do?

An Idealpeople [job title] is tasked with running their own recruitment desk, and tasked to deliver a targeted level of revenue to Idealpeople every month.

You'll be fully responsible for both business development and candidate generation and will have control over which business you target and how you deliver candidates. You'll be given the means to develop a technical specialisation in a high-growth, high-impact niche technology vertical, allowing you to become a fully-fledged technology recruitment specialist.

What targets will I work to?

An Idealpeople [job title] is tasked with delivering £100,000 in placement fees per calendar year. This equates to roughly 15 placements per year.

What do we look for?

We know what it takes to be a successful Recruiter, and we look for very specific characteristics in all of the [job title] we hire.

To be considered for a position as a [job title] with Idealpeople, you will need:

- A background (at least 12 months) working in a Recruitment role or similar sales-related position
- A passion for or interest in technology
- A real hunger and/or passion for success
- Assertiveness and strong communication skills
- A results-focussed approach
- A demonstrable track-record of resilience and creativity

"THE MOST IMPORTANT THING WE DO IS HIRE GREAT PEOPLE" – STEVE BALLMER, CEO, MICROSOFT

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- Strong influencing and sales skills.

A background in technology recruitment or IT recruitment is desirable, but not a prerequisite.

You will be asked for proof of previous billings.

How much can a [job title] earn?

A [job-title] will earn between £18,000 and £21,000 as a basic salary. Commissions are paid at 25-30%, with a small monthly threshold

What career paths are open to me?

A successful [job title] will typically be considered for promotion to a Senior [job title] role within 6 to 12 months, provided they successfully hit the targets asked of them.

From there, a Senior [job title] can spend between 6 to 12 months before being promoted to a Principal [job title] or Branch Manager role. The aim of the Idealpeople management team is to develop [job titles] capable of running their own branch within 3 years.

How do I apply?

We only accept applications on-line. You need to visit www.idealpeople.net/about/jobs.html, and follow the links to our application form.

The Idealpeople website contains more information and Case Studies on working for Idealpeople.

Hints, tips and guidance for people interested in working for Idealpeople can be found on our blog at www.idealpeopleblog.com.

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