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YOUR TALENT IS OUR BUSINESS

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

Who are Idealpeople?

We work with technology companies to ensure they are able to do the single most important thing any company does: hire great people.

Predominantly, our work involves finding, attracting and introducing potential employees to our customers. We also consult on Recruitment Branding and Recruitment Strategy..

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 a Lead/Principal Consultant do?

An Idealpeople Lead/Principal Consultant is tasked with running their own recruitment desk, and tasked to deliver a targeted level of revenue to Idealpeople every month. A Lead/Principal Consultant may also have the responsibility of mentoring another Consultant, or managing an Associate, who will support the Lead/Principal Consultant in their duties.

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 Lead Consultant is tasked with delivering £120,000 in placement fees per calendar year. An Idealpeople Principal Consultant will be tasked with generating £140,000 in placement fees 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 Consultants we hire.

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



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To be considered for a position as a Lead/Principal Consultant with Idealpeople, you will need:

- A background working in a Recruitment role
- 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
- Strong influencing and sales skills.

A background in technology recruitment or IT recruitment is desirable, but not a pre-requisite.

You will be asked for proof of previous billings or sales track-record.

How much can a Consultant earn?

A Lead Consultant will earn between £21,000 and £25,000 as a basic salary.

Commissions are paid at 25-30% of all fees earned, with a small monthly threshold.

A Principal Consultant will earn between £25,000 and £30,000 as a basic salary, with a competitive commission package.

What career paths are open to me?

A successful Lead Consultant will typically be considered for promotion to a Principal Consultant role within 6 to 12 months, provided they successfully hit the targets asked of them.

From there, a Principal Consultant will be developed towards a Branch Manager role. The aim of the Idealpeople management team is to develop Consultants 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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