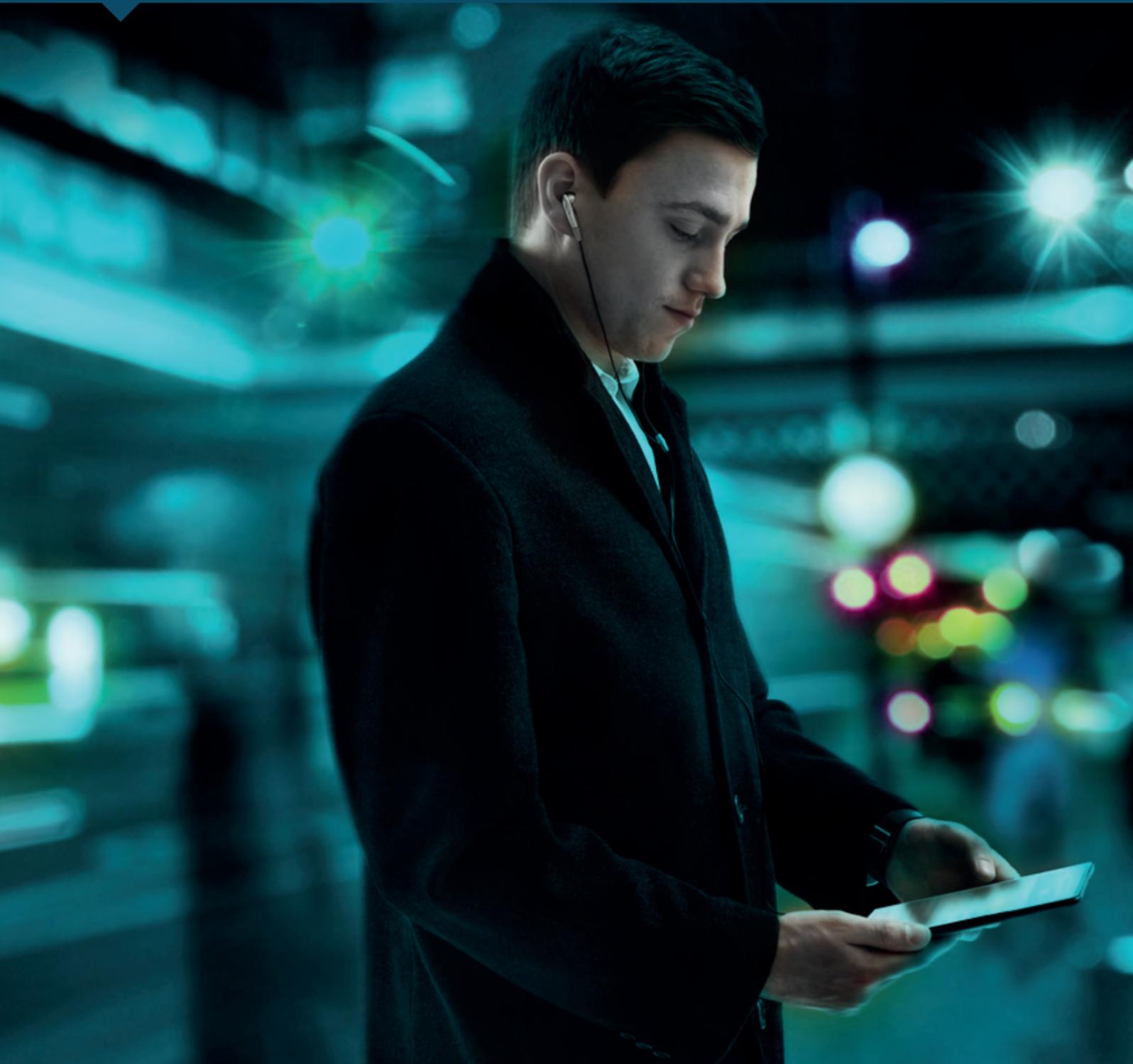


Working for us

Experienced Industry Professionals



Working for us as an experienced Industry professional

Although many of our recruiters are home grown, it's vital that we balance this with experienced hires both with a back ground in recruitment, or increasingly to come from the industries that we supply for.



WHAT DO WE MEAN BY INDUSTRY PROFESSIONAL?

For example we have an ex Quantity Surveyor specialising in placing Quantity Surveyors. An ex B2B Capital Equipment Sales professional; recruiting for the B2B Capital Equipment market.

"Having come from the quantity surveying industry, I was able to fast track my progress much more quickly than the traditional trainee route, otherwise I would not have made the switch. It's much easier for me to build rapport with new clients having done the job they are recruiting for. I wholeheartedly recommend anyone thinking about it, to look into ASAP. I enjoy much more autonomy and freedom in my role, and my OTE has tripled."

David Jenkins – Senior Consultant

But why?

Well it probably comes as no surprise that people who have worked in the industry, understand that industry much better than those that don't. This allows us to talk with customers and candidates on a professional level, to have a more detailed understanding of the technical aspects of their roles, the key players and the political, economical, social and technology influences on the market.

So what? Well, all of this enhanced knowledge allows us to match the best people and opportunities much quicker and efficiently than those from outside the industry, in short we provide an even better service! It ideally places us to be able to offer advice and industry insight, and justify why we are called consultants.

So surely, we would want all our recruiters to come from industry? Well in many ways, yes we would, but the reality is, it's not always feasible. **Why?**

Recruitment is an industry sector in itself. So for a lot of people who have dedicated many years to their current industry the thought of starting a new career can be pretty daunting. Also, most entry level recruitment roles are aimed at graduates or at the lower end of the pay grade, restricting experienced professionals from even considering it. Which is why Genesis offer a different set or remuneration packages and fast track development.

Like most, we understand that great people can be hard to find and even harder to move into a new business. But not all recruitment opportunities are the same, so if you are serious about a new career in recruitment, wouldn't you want to work in the best environment possible with access to the best opportunities? **So why could Genesis be of interest to you?**

First of all let's talk money, although we hope this is just one important element of what makes a great opportunity, but as sales people we understand to attract great quality **we need to offer great basic salaries ranging from £20,000 - £50,000 per annum**, depending on your back ground and experience. But as you would expect a large part of your earnings are paid in commissions.

Typical annual invoicing targets

LEVEL/POSITION:	OTE EARNINGS:	TAKE HOME EARNINGS:
→ Consultant	£120,000 p.a.	£40,000+ p.a.
→ Senior	£180,000 p.a.	£60,000+ p.a.
→ Principle	£240,000 p.a.	£80,000+ p.a.
→ Associate	£300,000 p.a.	£100,000+ p.a.

The general rule is that you can expect to take home a third of the invoiced sales you make.

But anyone can offer great commission structures, what you need is understand is how will the business support you to hit these targets.

INDUSTRY PROFESSIONALS AS RECRUITERS

What can you expect from us?

We've been awarded the **Investors in People Gold Award**, which is a good indicator of just how much value we place on training, development and the investment in our teams. Even as an experienced recruiter you can still expect lots of training. The more senior you become the more advanced this may be, attending events, seminars or external training providers. Just because you have experience there will still be loads to learn to help take you to the next level, where ever that may be.

Realistic expectations in terms of performance, especially in the first 6-12months as you establish yourself. You may feel you can perform miracles, but we believe in setting structured, well thought out targets and expectations and we would produce a business plan together to map this journey out.

A guarantee or topped up earnings to ensure that if you do make the move, that you don't find your earnings fall off a cliff, until you are back up to speed. We invest in people, and great people need that extra support otherwise why make a move at all?

→ **“Just because you have experience there will still be loads to learn to help take you to the next level, where ever that may be..”**

We need people to build teams around so if you have ambitions to manage and lead others, then you will also have an opportunity to receive profit share based on its performance. We have a programme of training designed for aspiring leaders, so you can be sure that you are skilled to perform at a managerial level.

Highly incentivised working environment. We always have incentives running, office competitions, personal incentives whether it's a trip to Vegas, Payday lotteries or prizes and meals, you can be sure that your success will be recognised and rewarded in more ways than one.

A mature and adult working environment, yes of course we love and understand KPIs, but we use these to develop performances not beat people over the head with. We can't all work to the same targets and in the same manner; every recruiter has their own strengths and weakness and needs to be treated as such.

→ "As experienced recruiters its vital you have the resources needed to excel. Whether its extensive advertising, databases, psychometric services etc. We make it our business to equip you with all the tools to become the number 1 in your niche."

A focus on Major Account Development

Why try and service and work with 50 clients, when you can achieve more by focusing on the right 5-10? We only work in markets where there sustainable Major Account opportunities. We believe one of the benefits of working in recruitment is that if you build the right relationships, the job becomes much easier and take less effort to maintain high performances. From there you can either: enjoy more of a work life balance or perhaps push on to even higher levels of success.

All our recruiters share the same goal: To become the No.1 recruitment consultant for the niche market they work in. As experienced recruiters its vital you have the resources needed to excel. Whether its extensive advertising, databases, psychometric services etc. We make it our business to equip you with all the tools to become the number 1 in your niche.

As an experienced recruiter you will have an option to hire a resourcer to help you achieve higher targets and accelerate you towards your next promotion or a bigger OTE.

INDUSTRY PROFESSIONALS AS RECRUITERS

So what are we looking for?

You have got to enjoy speaking to people, as this is what we are doing all day every day. You need to be a problem solver, our customers come to us because they need staffing solutions, it's not a case that they can't be bothered, often we are searching those hard to find skills or exceptional individuals.

We don't want egos, we're proud of the culture we have created and if you join us you need to remain open minded to learn and develop and support the success of others around you. Don't misunderstand us, we are very competitive, we just don't believe to get ahead you need to step on others, the more we all help each other the quicker we all progress and develop.

Of course you need to be a team player and want to share your expertise with others in the company and perhaps help to develop new recruits. When everyone works like this, the benefits are enormous, but that said we still like a competitive edge, we are not a group of people that readily accept defeat, quite the opposite.

We're looking for people from either:

- B2B Sales industry
- Construction / EngineeringPrint and
- Packaging industries

If you have 18months+ experience in any of these sectors we would want to hear from you.

You will already know that being resilient and tenacious really help, but you need to be customer focused and delight in giving your clients a superior level of service. Earnings are the by-product of doing a brilliant job.

➔ “Someone who thinks just hitting their target is not enough, we want the exceptional few who always make sure they go over it! ”

You should thrive working towards KPI's and targets and always want to go the extra mile, we want someone who thinks just hitting their target is not enough, we want the exceptional few who always make sure they go over it!

But all of this, we're sure you already know. If you are an experienced industry pro, any enquiry you make will be in the strictest confidence.

INTERESTED IN SPEAKING TO US?

How to find out more

We're sure you know how this works...

Find out more about, you have nothing to lose, it could be the best recruitment call or email you ever make.

Call us on:

01625 44 60 60

Or email us @

sbowers@genesisassociates.co.uk



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