

Job Title

Recruitment Consultant

Job Description

As a Recruitment Consultant, you will be responsible for attracting candidates and matching them to temporary or permanent positions within the organization.

Duties of the job include:

- Working to a pre-defined list of KPIs to bring on new clients;
- Registering new candidates and accurately placing their details onto the company database;
- Keeping and maintaining accurate and compliant client records;
- Creating permanent and/or placements in line with company targets;
- Making outbound, proactive sales calls to prospective companies to generate new business;
- Booking company visits (in line with company KPIs) to ensure good conversions of sales for the business;
- Taking client booking requirements accurately over the phone and face to face, Achieving gross profit targets for the business;
- Reporting weekly activity and sales figures to the Branch Manager.

Key Skills:

- Previous experience of running business development desks;
- Knowledge of the Healthcare Professional sector;
- Knowledge of working to KPIs or targets;
- Experience of calculating efficiencies (ratios) and monitoring business performance desirable;
- Confident and assertive personality;
- Open and approachable manner;
- Highly driven and self-motivated;
- Able to work with little or no supervision whilst maintaining a consistently high standard of work;
- Strong sales ability with a proven track record of achieving sales targets;
- Must be highly organised with sound administration skills;
- Good overall knowledge of legislation affecting an everyday agency environment desirable;
- Excellent interpersonal and communication skills;
- Sales and negotiation skills;
- A goal-orientated approach to work;
- The ability to handle multiple priorities;
- Problem-solving ability;
- The ability to meet deadlines and targets;
- Ambition and the determination to succeed;
- Tenacity;
- Confidence and self-motivation;
- Time management and organisational skills;
- Team-working skills.

GENERAL RESPONSIBILITIES: POLICIES AND PROCEDURES

The post-holder is required to familiarise themselves with all policies and procedures and to comply with these at all times. Failure to comply with any of these policies may result in disciplinary action up to, and including, dismissal. These have been agreed with staff and Staff Side and are as follows:

- Treat others as you would like to be treated;
- Listen to and support others and make time to do so;
- Seek, acknowledge and value others' experience and contribution;
- Acknowledge others' beliefs;
- Be courteous and considerate to all;
- Treat others fairly and equally;
- Be honest and trustworthy and act with integrity;
- Encourage others to treat all staff with respect;
- Challenge the behaviour of staff who do not show respect to other.

CONFIDENTIALITY & DATA PROTECTION

The post-holder must maintain the confidentiality of information about clients, staff and other health service business and meet the requirements of the Data Protection Act (1998) at all times. The post-holder must comply with all company Information and Data Protection policies at all times.

HEALTH AND SAFETY

Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act (1974) and any subsequent relevant legislation and must follow these in full at all times including ensuring that they act in line with all agreed procedures at all times in order to maintain a safe environment for clients, visitors and staff. Failure to comply with these policies may result in disciplinary action up to and including dismissal.

MANAGING STRESS

The company has an agreed policy & procedure which links with a range of services and arrangements for staff to manage stress. All staff are required to familiarise themselves with the policy and services to best manage their own and their colleagues' stress.

HEALTHCARE ASSOCIATED INFECTIONS (HCAIs)

All staff has a responsibility to act and follow all instructions to protect clients, staff and others from HCAIs. All staff are required to follow the Hygiene Code and all company policies and procedures related to it and the Health Act 2006. Failure to comply with any of these may result in disciplinary action up to and including dismissal.

EQUALITY & DIVERSITY

The company has adopted a Managing Staff Diversity Strategy & Policy covering all of its staff and it is the responsibility of all staff to comply with these requirements at all times. The key responsibilities for staff under this Strategy and Policy are set out in the Code of Conduct for Employees. Failure to comply with these policies may result in disciplinary action up to and including dismissal.

FLEXIBILITY

This job description is intended to provide a broad outline of the main responsibilities only. The post-holder is required to be flexible in developing their role in agreement with their designated manager. In addition, they may be required by their manager to carry out any other duty commensurate with their banding and expertise.

EXPERIENCE REQUIREMENT

Minimum 2 years of experience in a healthcare role as a Recruitment Consultant.

DESIRABLE QUALIFICATION:

- Graduate in any subject with an additional course in interviewing skills / employment law / running a payroll / business planning / negotiation and sales techniques / psychometric assessment / headhunting / designing an assessment centre.