

Job Title

Search Consultant

Job Description

As a Search Consultant, you will be responsible for generating income for the business and achieving KPIs assigned to you, with scope for additional duties in the future.

Duties of the job include:

- Working to a pre-defined list of KPIs to bring on new clients;
- Conducting detailed research to define sourcing grounds for contacting potential clients;
- Conducting detailed interviews with senior-level professionals to bring them on board;
- Keeping and maintaining accurate and compliant clients record;
- Producing informative presentations for clients;
- Managing expectations of clients to ensure successful closure within agreed timelines;
- Booking yourself out on company visits (in line with company KPIs) to ensure strong conversions of sales for the business;
- Taking client booking accurately over the phone and face to face;
- Achieving gross profit targets for the business;
- Reporting weekly activity, sales figures and reports to the Manager;
- Communicating through emails, telephone and letter drafting;
- Record and build a database of contacts;

Key Skills

- Responsible for generating income for the business;
- Responsible to clients and staff;
- Responsible for performing to consistently high standards and achieving KPIs and targets set by the business;
- Responsible for day-to-day decision making for your desk.

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 Search Consultant.

DESIRABLE QUALIFICATION:

GCSEs or equivalent.