

## **Trainee Recruiter - Broadcast Technology**

Trainee Recruitment Consultant

Venator Broadcast are currently seeking a Trainee Recruitment Consultant to join our team. Trainee Consultant's are responsible for attracting candidates and matching them to temporary or permanent positions with our clients based across the EMEA/ US/ APAC region. They work with clients/companies, building relationships in order to gain a better understanding of their immediate and future recruitment requirements.

In return we offer a competitive base salary, benefits package & commission structure, as well as career development opportunities.

What do you need to be successful?

Work Experience:

Work experience in sales, marketing or any customer-oriented role is useful for starting a career in the recruitment industry, but it is not essential. More importantly we look for the following:

Skills:

You will need to show evidence of the following:

- A goal-orientated approach to work
- Excellent interpersonal and communication skills;
- The ability to handle multiple projects
- Problem-solving ability
- The ability to meet deadlines and targets
- Ambition and the determination to succeed
- An entrepreneurial mindset
- Tenacity
- Confidence and self-motivation;
- Ability to "think outside of the box"

What will your day-to-day job entail?

- Provide a vital link between clients and candidates.
- Using sales, business development, marketing techniques and networking to attract business from client companies.
- Attending trade shows and visiting client's offices to build relationships with the companies we service.
- Developing a good understanding of clients, their industry, what they do specifically, plus their work culture and environment.
- Using various social media platforms to advertise positions, attract candidates and build relationships with candidates and employers.
- Headhunting - identifying and approaching suitable candidates who may already be in work.
- Using various job boards and websites to match the right person to the client's vacancy.
- Briefing the candidate about the responsibilities, salary and benefits of the job in question.
- Organise interviews for candidates as requested by the client.
- Inform candidates about the results of their interviews.
- Negotiating pay and salary rates and finalising arrangements between client and candidates.
- Offering advice to both clients and candidates on pay rates, training and career progression.
- Working towards and exceeding targets that may relate to the number of candidates placed, a financial value to be billed to clients and business leads generated.

Career Progression:

Once you have successfully completed your training, you will be promoted to Recruitment Consultant within your specialist area. You will then be targeted to become a Senior Consultant and at this stage, you will be able to start building your own team and expand into further areas of your specialist market.