

# Choose a Career In Recruitment

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The recruitment industry offers exciting career opportunities for people who want to work in a fast-paced, competitive, growing industry.

## What is a recruitment consultant?

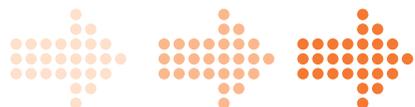
Recruitment consultants match candidates to job vacancies in their clients' businesses. Recruiters work in every sector of the employment market for companies which range in size from small businesses to international organisations.

## What's a typical day as a recruitment consultant?

That's just the thing, no two days are alike. A recruitment consultant is a vital link between candidates and clients. This means you must spend time getting to know your clients and candidates well, keeping in touch regularly and being prepared to respond quickly and effectively when they ask for your help.

The role also involves developing new business opportunities so sales, marketing, customer service, negotiation and communications skills are required. It is particularly important that you have the confidence to talk with people, a significant part of your day will involve interviewing candidates and discussing job specifications with clients.

Perhaps your day could be summarised in a nutshell by the 3S's - **S**creening and **S**electing candidates for **S**uccessful placements.



## What personal characteristics does a good recruitment consultant need?

To be successful you need to:

- ✦ Be confident and ambitious.
- ✦ Be tenacious – never give up.
- ✦ Have good communication skills.
- ✦ Enjoy interacting with people.
- ✦ Be able to prioritise and work in a very busy environment.
- ✦ Use your initiative to problem solve.
- ✦ Be able to work under pressure.
- ✦ Be energetic and work as a team player.

## What are the development opportunities?

You'll develop as a professional by learning from your colleagues and completing rigorous training. Opportunities for progression will depend on the size and structure of the recruitment consultancy but graduate recruiters generally progress to senior recruiter and then manager, accepting responsibility for larger client accounts and more senior candidate placements. There are also opportunities to train and mentor more junior members of staff or complete professional recruitment qualifications.

## How do I start my career in recruitment?

Thorpe Molloy Recruitment hires graduates from a range of academic backgrounds either straight from university or once they have gained relevant experience working in another occupation.

## How much can I earn?

Salaries vary from company to company but generally, recruitment consultants earn a basic salary plus a performance based commission. So, your total salary depends on how successful you are.



  
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