

## Trainee Recruitment Consultant

We're on the lookout for highly ambitious and driven individuals to join our London team. With 150 people across the UK, USA and New Zealand we're an international group of recruitment brands dedicated to empowering people to succeed

### Why the X4 Group?

**Our mission is to be synonymous with excellence.** We're officially one of the fastest growing businesses in Europe with our most recent awards including Best Employer at the Best Business awards, The Sunday Times Top 100 Best Companies and the Financial Times Fastest Growing Business.

We have an excellent training programme that has been carefully designed to support our employees to reach their unlimited potential at every stage of their career journey and a collaborative work environment where innovative thinking is celebrated.

Company culture and employee engagement is a top priority. We are an ambitious and hard-working bunch who are also extremely friendly and sociable, making X4 Group ideal for those looking to join a vibrant and rewarding company.

### Trainee Recruitment Consultant Responsibilities:

- **Business development:** conducting market research, utilising sales techniques to initiate relationships with prospective clients, identifying client recruitment needs and growing your client portfolio.
- **Generate candidate leads:** headhunting suitable candidates, conducting database searches, writing & posting high quality job adverts, networking, carrying out telephone and face-to-face candidate interviews.
- **Maintain relationships:** building rapport with clients and candidates, attending meetings, arranging interviews, preparing candidates for interviews and communicating interview feedback.
- **Targets:** working towards agreed KPIs to meet sales targets.
- **Sales:** selling your candidates to your existing client network, negotiating terms of business, handling objections and finalising placements.

### Trainee Recruitment Consultant Requirements:

- Enthusiasm, motivation and resilience
- Proven face-to-face relationship building experience
- A strong commercial focus
- Confident communicators (this role is largely telephone based so you'll need to be comfortable communicating with top calibre professionals)
- Driven to learn, develop and succeed in a sales environment
- Aim for excellence in everything you do
- Sales experience is not required but can be advantageous
- Highly organised
- Team player

**Benefits and perks:**

- Free gym membership
- Summer & Christmas parties
- Holiday targets
- Quarterly lunch clubs
- Sports teams
- Cycle to work scheme
- Private health insurance
- Monthly events: book club, games and quiz nights
- ...And many more

Visit our Careers page to see the full list of benefits and for more information on what it's like working at the X4 Group: <https://www.thex4group.com/careers/>

**Salary:** £20,000 + uncapped commission (OTE £20,000 - £40,000 in first year)

**Location:** Covent Garden, WC2E 7EN

**Core Hours:** 8:30am-6pm (5pm finish on a Friday)