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Company: Gattaca

Location: Winnersh

Category: business-and-financial-operations

Introduction

For over 35 years, Gattaca has been helping clients across the world grow by solving their biggest talent challenges. Every day we aim to deliver a service that is so trusted that our clients, candidates, colleagues, and suppliers recommend us without hesitation. It's our vision to become the STEM talent partner of choice, and we need you to help us get there.

At Gattaca, our values are the backbone of everything we do: Trust, Professionalism, Ambition, and FUN. This, paired with the tools and industry leading training we can provide, can give you what you need to be our next recruitment superstar.

Gattaca is dedicated to helping our people to realise their full potential. We understand the value a diverse workforce brings to every workplace and in everything we do, we are committed to promoting diversity, inclusion and accessibility. We welcome applications from all backgrounds and encourage you to consider a career with Gattaca

The Role

As a Delivery Consultant on this high volume account, you will support the consultant on delivering high quality candidates for over 100 contract opportunities. We are looking for an out of the box thinker who can attract candidates from multiple sources, is able to maintain relationships with those contacts and fulfil the earning potential of this account.

There are excellent development opportunities in this role for someone who is driven, proactive and an excellent communicator.

Responsibilities:

Identify and present potential candidates to fulfil clients requirements.

Demonstrate an excellent understanding of client (or internal) expectations, offering a consultative service with regards to candidate sourcing, selection & management.

Proactively build hotlists of candidates to support current and future demand, using a range of advanced sourcing methods.

Demonstrate a strong understanding of your sector/ skill/ client(s); continually develop your knowledge and offer advice/intel. to clients and colleagues regarding the candidate market.

Deliver the highest levels of quality and customer satisfaction; building excellent relationships with candidates, relevant client contacts and key internal stakeholders.

Manage candidates throughout the recruitment process, with the ability to handle complex or long-term offer to start scenarios .

Use a range of candidate attraction strategies that are relevant to both current and future requirements. This may include; advertising vacancies on job boards, developing a referral network, exhausting the existing database and utilising social media.

Continually generate candidate leads and market/client information, share with colleagues where relevant.

Support your leader in ensuring team and personal targets are achieved.

Where required by the business, resource for other sectors/ skills/ clients in order to best respond to client demand; become an advocate for the creation of an agile working environment.

Demonstrate 100% usage of the CRM and support junior colleagues in usage optimisation.

Key skills:

Excellent communication skills

Self-starter, proactive and driven; demonstrating a 'can do' attitude to junior colleagues.

Highly motivated, conscientious individual who displays initiative.

Excellent rapport and relationship building skills.

Able to perform under pressure and multi-task.

Ability to think laterally with regards to new candidate sourcing methods and process improvement.

Demonstrates Gattaca plc's core values.

Works well in a team and a busy environment.

Competent use of Microsoft (Word, Excel, Outlook).

Customer service or sales experience within a recruitment environment.

What we offer:

Flexible working opportunities

Excellent Growth and Development Opportunities

Industry leading training

Apprenticeship opportunities

Competitive basic salary + commission

Free on site parking

Incentives, including team all-inclusive holidays!

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