

Principal Recruitment Consultant

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Company: Omega Resource Group

Location: Stonehouse

Category: other-general

Principal Recruitment Consultant – Technical Engineering

Here at Omega, we have a history of delivering the best talent. We are proud of our heritage, ambition and reputation, which is reflected in the long-standing relationships we have with both clients and candidates, in the award-winning delivery of local, national and international recruitment campaigns.

2018 saw the landmark achievement of 20 years in business and was the year Omega was acquired by Staffline Group, broadening our Southwest presence, increasing the market share in manufacturing and opening our doors to new sectors within the group.

We focus on delivering high-value, bespoke recruitment solutions using our in-depth knowledge of the automotive, aerospace & defence, engineering, manufacturing, power energy renewables, logistics and professional services markets.

The company has experienced strong growth over the last few years and is set to continue expanding into the future.

To achieve our next plans to hit our growth trajectory, we are on the hunt for a Principal Consultant to join our successful team of recruiters! You will have the opportunity to work with some market leading businesses across engineering and manufacturing, providing

bespoke and innovative recruitment solutions to fit their individual needs.

Job Purpose

To achieve quarterly and annual targets through billed revenue, through any of the following.

Working with and supporting a Business Manager to develop a strong team of recruitment consultants

Build and manage perm/contract desk and effectively grow your own business unit with Omega.

Utilising and developing a team of Trainee Recruitment Consultants to fill vacancies and be able to spend more time developing further new business

Growing accounts through repeat business, securing future opportunities through formalised contractual agreements.

Working with more junior consultants and central sales to identify and win new business opportunities

Help to support a strong sales culture

Providing excellent customer service and acting as a subject matter expert.

Being recognised as a trusted business partner holding a high level of influence with your clients and colleagues

Be recognised as an expert in your field

Billed revenue should be achieved through adherence to the recruitment lifecycle and therefore providing the highest level of customer service to candidates and clients.

Business Development

Investigating and selling recruitment services to clients, all business opportunities for the group should be investigated and cross selling achieved wherever possible.

Data should be captured regarding PSL expiry dates, tendering processes and relevant contacts.

Understanding all aspects of your team's chosen field of expertise. Investigating and obtaining new business opportunities through networking within this sector.

Develop, implement and review on a regular basis a structured individual and team business plan to achieve new and repeat business.

Team Management (If a resource team is required)

Setting weekly, monthly and quarterly plans for the resource team.

Setting and monitoring KPIs for the resource team

Ensuring all vacancies adhere to the recruitment lifecycle.

Coaching, mentoring and motivating Resourcer

Involvement with interviewing and selection of resource team

Responsible for the quarterly and annual review process of Resourcer

Ensuring adequate workload for resource team

Your Key Skills:

You will be able to talk fluently about your previous experience within a 360-degree recruitment role

You will be a natural “people-person” and confident asking leading questions that help to build relationships with customers and candidates

An entrepreneurial outlook, which helps you to seek new business opportunities

Engaging and enthusiastic individuals with outstanding communication skills

Hold strong customer facing and sales skills

Resilient individuals with experience working in challenging environments

Omega is an employment business specialising in opportunities at all levels within the

Engineering, Manufacturing, Aerospace, Automotive, Electronics, Defence, Scientific, Energy & Renewables and Tech sectors.

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Cross References and Citations:

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