

## Recruitment Resourcer

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Company: Raw Selection

Location: Leeds

Category: other-general

Recruitment Resourcer Associate - Executive Search Firm

Location: Leeds City Centre

Salary: £24,000 - £30,000 per annum, including a desirable bonus structure (OTE

Starting at £35k+)

Raw Selection is a genuine executive search firm, one of only two in Leeds. We work exclusively with Private Equity firms and their portfolio companies across Europe and North America. We partner with our clients to secure investment and back-office professionals, then our portfolio division introduces the CEO, CFO and COO profiles into the companies they acquire.

Since 2017 we have enjoyed continuous growth and are excited to announce that we are expanding our team again due to our successes. Raw Selections Founder, Alex Rawlings, wanted to build a business that offers its recruiters more than just a phone and a laptop. His goal is to grow into the top executive search firm in the Private Equity industry. We know that in order to do this, we have to hire high-performing, career-focused individuals like you.

Our goal is to empower you to reach your full potential and smash all your career goals.

Life at Raw Selection and what makes us different?

We're committed to creating a positive environment that encourages all our employees to grow personally and professionally. Why? Because we know successful people are happy at home and work. That's why we'll push you to set, achieve and surpass your goals both professionally and personally.

At Raw Selection we -

- \* Invest in ourselves
- \* Work hard and stay humble
- \* Are resilient
- \* Win as a team and we lose as a team
- \* Are prepared to make mistakes in order to get better
- \* Dedicated team to complete your admin, from research to formatting CV's and writing job specs, you'll never spend your time on admin again.
- \* Not thrown in at the deep end in the hope you'll earn your swim recruitment badge in the first week, we have an open-door team culture, every firm claims it, but when you ask for help the whole team wants to be the one to solve your challenge.
- \* No silly KPI's or unrealistic targets, we measure to improve, not to keep the boss happy
- \* Genuine flexibility and freedom: take your lunch, holidays, appointments when you want. Need to work from home that day? No problem, you don't need to tell us 2 weeks in advance. Whatever works for you, works for us.
- \* Average fees of circa £70k+ with our largest fee of £220k. Don't waste your time doing more searches for less money.
- \* Place genuine executives and collaborate with industry experts, stop recruiting against the generic recruitment firms in Leeds, play against the big executive search firms. Test yourself against the best and win.

#### About the Opportunity

As a Recruitment Resourcer, your role will see you become a pivotal member of the team in sourcing candidates for search assignments across North America. You will be following our 15-step process which is proven to identify candidates for even the most difficult of searches. You will be completing research on client competitors, presenting roles to candidates, interviewing candidates then submitting them to a colleague to share with the client.

- \* Speaking with CEO, CFO and other C-Suite professionals, interviewing them over the phone, assessing them against the criteria for the position.
- \* Working across aerospace and defence, manufacturing, building products, industrial services and residential services
- \* Sourcing candidates using the CRM, pre-screening, completing due diligence and mapping out the full interview process
- \* You will be joining our Portfolio division which has several established client relationships

across Europe and North America.

>> 80% of our work is in the US with salaries being 15% to 20% higher than the UK, coupled with our average placement fee percentages at 30% to 35%

>> Private Equity invests in every industry in the world, a sector that offers tremendous growth opportunities and provides exposure to prestigious clients and impactful project

What you'll get from us

We know that people are our greatest asset. We want to see you succeed, and we'll equip you with all the right tools to help you achieve your personal and professional goals.

\* Personal Development: We know that top performers are always looking to refine their skills. That's why we're serious about your personal development – it's good for you and it enables us to grow the business faster. Our investment in you is second to none, you are about to be brought into a culture of self-development

\* Grow with the company: Raw Selection has ambitious growth plans, including opening new offices and expanding abroad. We are hiring the future leaders, advisors and big billers of tomorrow, joining a business that has opportunities to be at the top of the company.

\* Social Events: We like to celebrate when things go right, so come with restaurant suggestions for our next meal out, axe throwing or join us on our next city break or abroad trip.

\* Investment: In both you, your team and your sector to accelerate your career and ensure you are maximising your potential. Everyone who joins the business has a clear and transparent career path providing you with a roadmap to become a senior manager within our organisation

\* Our Resources: We are incredibly proud of how our CRM enables our recruiters to increase their billing, you don't build data, you don't research client lists and the CRM works for you to identify candidates and win you, clients

\* Rewards: Revenue and actions-based pay rise incentives, competitive basic salary, weekly, monthly, half year, and yearly incentives

Would you describe yourself as someone who is:

\* Passionate about sales, business development and progressing your career

\* Resilient, personable and dedicated

\* Experienced in a research, analytics, or phone-based work environment

\* Driven by a desire to achieve and has a strong purpose as to why you want to be a top performer

\* Interested genuinely in the recruitment/executive search industry

Do you demonstrate any of these attributes? If so, then here are the next steps to joining our team.

Great talent is what Raw Selection is built on, if you feel like we could be a great fit for you please send your details to us and we can set up an informal call. If you have any general questions, I would be more than happy to answer them, just drop me a message or simply click apply.

To see our training sessions and a closer look into what we do at Raw Selection, just subscribe to our YouTube Channel: [TheRecruiterTrainingHub](#)

[Apply Now](#)

#### Cross References and Citations:

1. [Recruitment ResourcerHospitalityjobsJobs Leeds Hospitalityjobs](#) ↗
2. [Recruitment ResourcerFishjobsJobs Leeds Fishjobs](#) ↗
3. [Recruitment ResourcerRetailjobsnearmeJobs Leeds Retailjobsnearme](#) ↗
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