

United Kingdom Jobs Expertini®

Senior Recruitment Consultant

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Company: WeAreAspire

Location: England

Category: other-general

Location: London - Hybrid workingHours: 40 hours per week Monday - Friday About

UsWe Are Aspire is a leading recruitment company specialising in Data, Research & Insight, Digital, Interim, Media, Marketing, Sales and Events recruitment solutions. With a strong track record of connecting talented professionals with top employers, we are committed to helping businesses find the right talent to drive their success. We have offices in London, Exeter and Birmingham in the UK as well as globally in New York, Singapore and Dubai. What will you be doing? As a Senior Recruitment Consultant at We Are Aspire, you will lead by example, providing expert recruitment services to clients and candidates alike. Your role will involve full-cycle recruitment, from needs assessment and candidate sourcing to client relationship management and strategic guidance. Additionally, you will serve as a mentor and coach to junior consultants, sharing your expertise and contributing to the overall success of the team. Key Responsibilities Client Relationship Management Identify and build relationships with potential clients Cultivate and strengthen relationships with key clients, understanding their talent needs and delivering tailored solutions. Conduct regular client meetings to provide updates, gather feedback, and offer strategic advice. Using a consultative selling approach to advise clients and present candidates Networking to build business information that can be converted into commercial opportunities Candidate Sourcing and Evaluation Utilise a variety of sourcing methods to identify and engage high-calibre candidates. Conduct in-depth interviews to assess qualifications, skills, and cultural fit. Mentorship Provide guidance and mentorship to junior consultants, assisting them in achieving their individual and team targets. Lead by example, setting high standards of performance and

professionalism. Market Analysis and Strategy Development Stay abreast of industry trends, salary benchmarks, and talent availability to provide valuable insights to clients and internal teams. Contribute to the development and refinement of recruitment strategies and vision.

Negotiation and Offer Management Act as a liaison between clients and candidates during the offer negotiation process, ensuring mutually beneficial agreements. Provide expert guidance on compensation packages and other terms of employment. Administrative Oversight Ensure compliance with legal and company policies throughout the recruitment process. Maintain accurate and up-to-date candidate and client records in our CRM system.

What we are looking for We are looking for someone who is passionate about establishing new relationships with both candidates and clients. You will have:

- Proven experience in recruitment
- Strong understanding of recruitment best practices, sourcing techniques, interview methodologies, candidate assessment and industry knowledge.
- Exceptional communication and interpersonal skills.
- Results-driven with a track record of meeting or exceeding targets.
- Highly organised with excellent time management abilities.
- Proficiency in using recruitment software and tools.
- Excellent relationship building skills with strong influencing, coaching skills and problem solving skills

Using a consultative selling approach to advise on the most appropriate for each client or assignment

Networking to build business information that can be converted into commercial opportunities

Benefits The successful candidate will receive a competitive salary and commission structure. Opportunity for career advancement within a growing company. Ongoing training and professional development in a supportive and collaborative work environment. Health and wellness benefits, 23.5 days annual leave, increasing to 28.5 days after 2 year's service and enrolment into our pension plan with L&G.

How to Apply If you are a motivated and driven professional with a passion for business development and the recruitment industry, we invite you to join our team. Please send your C.V outlining your relevant experience and explaining why you are the right fit for this role.

We Are Aspire is an equal opportunity employer. We welcome applications from individuals of all backgrounds and experiences. We value diversity and are strongly committed to providing equal employment opportunities for all employees and all applicants for employment. Equal opportunities are the only acceptable way to conduct business and we believe that the more inclusive our environments are, the better our work will be.

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Note: This job description is intended to convey information essential to understanding the scope of the job and the general nature and level of work performed by job holders within this job. However,

it is not intended to be an exhaustive list of qualifications, skills, efforts, duties, responsibilities, or working conditions associated with the position. We Are Aspire Ltd are a Disability Confident Committed employer

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