



Next Phase
Life Science Solutions

CAREERS IN
RECRUITMENT

WHAT IS RECRUITMENT?

“Recruitment” means **helping people to move into new jobs**. It involves **identifying** and **attracting** candidates with specific skills and experience, **selling** job opportunities to them, **guiding** them through interviews and **negotiating** the best offer for them. It is a critical activity for all businesses, as making the wrong decision on a new hire can be very costly.

Recruitment Agencies are dedicated consultancies who assist their clients with recruiting the best talent and making the hiring process as smooth and simple as possible. **Recruitment Consultants** use their market knowledge to network with candidates and clients, introducing the right people to each other, and will often help businesses create a hiring plan or recruitment strategy. The best Recruitment Consultants build long-term relationships with their clients by becoming experts in specific technical areas, providing industry insights and finding people their clients wouldn't be able to find themselves.

Next Phase is a specialist Life Science Recruitment Agency, based in the centre of Horsham. **We are always on the lookout for ambitious, innovative individuals to join us!**



KEY SKILLS FOR SUCCESSFUL RECRUITERS

A successful Recruitment Consultant needs many skills, including:

- Drive
- Creativity
- Flexibility
- Resilience
- Attention to detail
- Excellent communication skills
- Superior negotiation skills
- Outstanding at rapport building
- Genuine interest in people
- Excellent time management and organisation
- Competitive spirit

*If you can demonstrate these skills,
a career in Recruitment could
be ideal for you!*

DON'T JUST TAKE OUR WORD FOR IT...

What our Recruiters say about working at Next Phase:

“I've always been someone who likes to go and make it happen for myself, to be challenged, and to make a difference. It's very much why I love recruitment” – **Alex Butcher**

“It's a People focused role, I love speaking to different types of people everyday, it's fast paced, you will never run out of things to do! I love how quickly a situation can change, it can keep you on your toes but once it goes well it's so rewarding. The possibility to earn as much as possible with no cap on commission can really change your life and unlike other careers, you don't have to wait years and years to be able to get a big amount of money” – **Gabby Boczon**

“I love the opportunity to change peoples lives by finding them their dream job. On a personal level, having an uncapped possibility to earn as much as I want has allowed me to achieve a lot of personal goals including buy a house and travel the world. Also it allows me to be competitive outside of sport”
– **Aaron Stone**

WHY CONSIDER RECRUITMENT AS A CAREER?

Great development opportunities & career progression

- Comprehensive training & opportunities to learn from colleagues as you grow your desk
- Top performers can advance quickly into Senior Leadership & Director roles

Freedom and support to take control of your day and workload

- You have the opportunity to run your own desk, with a focus on Candidates and / or Clients
- You can make your own desk a success, giving you amazing insights into Business Management

Uncapped earnings potential

- In addition to your basic salary, the commission structures with recruitment mean you have an amazing earning potential.
- At Next Phase, our scheme is uncapped – there is no limit to what you can earn!

WHY CONSIDER RECRUITMENT AS A CAREER?

Ability to change people's lives

- Helping someone find their dream job is extremely rewarding

Competitive and challenging environment

- The “race” to fill the role with the best candidate is exciting
- The job can be challenging, but there is immense job satisfaction when you successfully find someone a new career opportunity or help a company grow its workforce.

Scope for development

- Recruitment agencies invest heavily in their staff, knowing they are potentially the business leaders of the future.
- There is always scope for training, coaching and mentorship.

WHY CONSIDER RECRUITMENT AS A CAREER?

Variety of work

- Recruitment is a varied role in which no two days are ever the same.
- On any given day, consultants could be out and about meeting clients and candidates, negotiating rates, attending events, running interview sessions or trying to finalise important deals.

Different career paths - 360 or Delivery

- You can choose with path you want to take:
 - **“360 Recruiters”** handle the entire recruitment process; both the client and candidate side. As well as placing people in roles, 360 Recruiters will sell recruitment solutions to new businesses.
 - **“Delivery Consultants”** are responsible for sourcing, interviewing and placing candidates in new roles, ensuring that all positions with central clients are filled.



HOW DO RECRUITMENT AGENCIES MAKE MONEY?

Recruitment Agencies make money by charging their Client (the hiring business) a fee. This is usually an agreed percentage of the annual salary for the job role, once a successful candidate has been placed. Sometimes they will charge some of the fee up front for a Retained Search project.

Some recruitment agencies will also offer **additional services** to their clients, such as **market mapping**, **salary benchmarking** and **candidate personality profiling**, that they may charge an additional fee for.

Recruitment Agencies do not charge candidates to register with them or use their services.

EARNINGS POTENTIAL FOR RECRUITMENT CONSULTANTS

Position	360 Recruiter	Delivery
Trainee (first 6 months)	£22,300 (pro-rata)	£22,300 (pro-rata)
Consultant	£35,000 – £45,000	£30,000 – £40,000
Senior	£65,000 – £94,000	£35,000 – £53,000
Principal	£76,500 – £118,000	£50,000 – £75,000
Associate Director	£95,000 – £152,000	£65,000 - £100,000
Director	£150,000 +	£100,000 +

These are realistic figures, with basic salary and on-target commission combined



Join us!



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Earnings Potential and Benefits

- ✓ Excellent commission scheme, paying up to 50%
- ✓ Additional 6-monthly bonuses for high billers
- ✓ Opportunities to work permanent and contract roles
- ✓ Regular pay increases for achieving milestone targets
- ✓ Ongoing incentives for personal and team performance
- ✓ Cycle to work scheme
- ✓ Half-price gym membership
- ✓ Vitality private healthcare after 3 months, with loads of wellbeing-related benefits and discounts

Career Progression

- ✓ Ongoing commitment to professional development at all levels
- ✓ Exciting career paths (360, Delivery and Client Services) with clear promotion criteria for ongoing progression
- ✓ Supportive, encouraging and experienced leadership team
 - ✓ Regular external and internal training
- ✓ Leadership development programme for future managers

Support to Become the Best Recruiter You Can Be

- ✓ Clear growth plans in the UK and US
- ✓ Regular attendance at international industry events
- ✓ Detailed leads and marketing mapping from Business Analysis team, giving you competitive advantages to boost your BD
- ✓ State-of-the-art CRM, LinkedIn Recruiter and other recruitment tech
- ✓ “Placing People First” podcast featuring leading industry professionals
- ✓ Constant back-office support, including handling all technical aspects of placing contractors (so you can get on with making placements!)



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Positive Team Culture

- ✓ Regular team activities and social events
- ✓ Commitment to charity fundraising
- ✓ 2 days' paid leave to volunteer in the local community
- ✓ Monthly lunch clubs and weekly after-work drinks
- ✓ Ongoing 'bake-offs' and other fun competitions
- ✓ Regular confidential employee surveys for you to share ideas and feedback on how the company is progressing
- ✓ "Star of the month" award linked to our 6 values:
 - Authentic
 - Specialist
 - Collaborative
 - Innovative
 - Ambitious
 - People-First

Flexibility

- ✓ Generous annual leave, including company shutdown between Christmas and New Year
 - ✓ Work from home Mondays and Fridays
- ✓ Extra days off for your birthday, moving house, getting married and other special events
- ✓ Time off and support to help with mental health
 - ✓ Support provided for periods and menopause
- ✓ Flexible start / finish times & early Friday finish

Great Environment

- ✓ Welcoming office in the centre of Horsham
 - ✓ Free local parking provided for everyone
- ✓ Easy commute around the South East by car, train or bus
 - ✓ Break-out areas and communal social spaces
 - ✓ Well-stocked kitchen and fresh fruit
 - ✓ TV screens and good music!

Give us a call on 01403 216216 to find out about career opportunities in our team!



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If you'd like to find out more about careers in Recruitment and opportunities with us, please call Sarah Seaford on 01403 216216

We will be hiring college leavers in Summer 2023!

Follow us on [LinkedIn](#), [Instagram](#), [Hunted](#) and [Facebook](#)
Learn about Next Phase on our [website](#)
Listen to our "Placing People First" [podcast](#)