

JOB SPECIFICATION

PRINCIPAL CONSULTANT – TECHNICAL RECRUITMENT

Harvey Nash Group Plc – Company Overview

Harvey Nash, a global professional recruitment consultancy and IT outsourcing service provider, is committed to delivering the very best talent and IT solutions to a broad base of international clients. The Group is a trusted advisor to some of the world's leading business, governments and institutions. We operate from 30 offices covering the USA, Europe and Asia. Our talented professionals pursue the highest levels of integrity and quality in providing a unique portfolio of services: executive search, interim management, IT and finance recruitment and IT outsourcing.

IT Recruitment – Division Overview

Our market leading IT recruitment business provides clients with highly skilled IT specialists for contract and permanent roles, and the very best executive talent for board level and senior IT appointments. By combining industry and technical expertise, innovative use of technology and proven recruitment processes, we provide clients with a high quality, effective recruitment service.

Technical Recruitment – Business Unit Overview

Our dedicated teams of consultants focus on specific technical areas and provide real-time consultancy advice and rapid access to the very best candidates. These teams are Development, Infrastructure / Support, Project Management / Business Analysis, SAP (UK) and Voice and Data. The majority of the current Work in Progress is on a contingency basis, although the methodologies employed incorporate Search, Selection and Advertised Searches. The practise is currently 30 strong.

Overview of role

- To win, retain and develop business
- Develop 'Best In Class' business development, account development, assignment management & delivery processes for use across the Practice
- Actively contribute to 'Thought Leadership' initiatives which enhance the Harvey Nash brand
- Provide leadership and management skills which significantly contribute to the overall success and continued development of the Technical Recruitment Business

Key responsibilities include:-

- Produce a personal business plan for the successful development of revenue within the targeted Vertical Market
- Win new clients
- Effectively utilise all Harvey Nash contacts, relationships and information to further develop business.
- Source high calibre candidates to meet and exceed client expectations
- Excellent client & candidate negotiation skills
- Manage client relationships to ensure complete client satisfaction
- Develop repeat business with clients
- Achieve agreed revenue targets
- Develop and manage a consistent revenue stream
- Coach and mentor junior members within Technical Recruitment
- Develop, and ultimately implement, a business plan for the overall development of Technical Recruitment
- Play a leadership role in the development of the Technical Recruitment Division and actively contribute to it's overall success

Core Competencies

- Ambitious
- Tenacious
- Charismatic
- Resilient
- Resourceful
- Influencing
- Hard Working
- Credible
- Flexible
- Entrepreneurial

Level of experience

- Demonstrable experience as a New Business Consultant within a Technical Recruitment practice
- Has a significant track record of successfully winning and delivering IT assignments in the targeted sector
- Can demonstrate the development and management of a quantifiable and consistent revenue stream
- Demonstrable experience of leading & developing teams
- Motivates staff with their enthusiasm and commitment to best practice

Key Performance Indicators

- Achieves personal GP of +£350K per year or has 40 contractors out for a calendar year
- Wins and develops own business
- Excellent client and candidate satisfaction results
- Achieves positive feedback on a consistent basis – both internally and externally to the Technical Recruitment Practice
- Employs strategic & creative thinking to the team development and contributes to the overall success of Technical Recruitment
- Cultivates senior client relationships
- Continuous and diligent use of Adapt

Salary

£25-35K