



Recruiter

Company Overview:

mecscorms has established a reputation for connecting likeminded professionals and businesses to achieve their dreams and aspirations. Through our introductions, opportunity and ambition are united so that true potential can be realised. We are a catalyst and instigator of both career and organisational development.

Since our inception in February 1999 we have collaboratively partnered both individuals & enterprise to identify, engage & mobilise talent across the Telecommunications, Media & Technology industries. Core to our success is the longevity, knowledge and depth of relationships developed across these sectors.

Our diverse, bespoke and award winning service portfolio, is proven to deliver innovative recruitment, talent acquisition and career development solutions for a variety of commercial, executive, managerial, professional, specialist & technical disciplines.

A comprehensive & loyal network of global clients & candidates is testimony to the collaborative approach we deploy.

Through our commitment to identifying opportunities of mutual benefit, mecscorms power progress and ensure potential, whether individual or corporate, is realised!

Role Purpose:

The TMT Recruiter is responsible for delivering exceptional services to those clients and candidates who rely upon us to manage their recruitment needs and career goals. It's a role responsible for generating revenue through the promotion, sale and delivery of exceptional recruitment consultancy solutions to the TMT community.

Role Summary:

The position is a dual desk (contract & permanent) recruitment consultant role with responsibility for ensuring the successful delivery of sales targets and productivity objectives, through the utilisation of proactive sales and recruitment activity.

The TMT recruiter will engage in the full 360 degrees of recruitment service provision, including business development, account management and candidate identification etc.

Responsibilities:

Talent advocacy:

- **Create marketing:** Prepare marketing initiatives for talent attraction campaigns and manage its distribution to relevant media, monitoring the success and effectiveness of the advertising.
- **Identify great talent:** Conduct talent searches through the utilisation of internet job boards, internal databases, contact networking, candidate referrals and head hunting techniques.
- **Engage & share insight:** Utilise candidate contact to share and gain market intelligence and insight within your specific market territory.
- **Match candidates holistically:** Qualify and interview candidates to identify synergies between opportunities and requirements.
- **Present & consult:** Present employment opportunities to prospect candidates, provide knowledge based insight and answer any questions about the company, culture, team, role or opportunity.



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Uniting opportunity with ambition in Telecoms | Media | Technology

- **Represent & promote:** Prepare candidate CV's, covering letters, interview notes etc. for submission to clients.
- **Maintain contact:** Provide timely & relevant contact and feedback throughout the application process to maintain interest and good customer service.
- **Brief & debrief:** Prepare interview brief & agenda documentation. Conduct detailed pre interview counselling session. Conduct detailed interview debriefs ascertaining interest and suitability etc.
- **Facilitate negotiations:** Provide a platform for bipartisan discussions and dialogue. Act as a trusted intermediary and moderator in contract negotiations.
- **Support onboarding:** Provide support during resignation and notice period. Enable a smooth and successful onboarding and integration process.
- **Uphold compliance:** Complete due diligence, compliance and audit processes.
- **Nurture relationships:** Develop lasting partnerships for future support and collaboration.

Client advocacy:

- **Understand needs:** Conduct detailed situation analysis of requirements, gaining a full understand of job specification, candidate profile and recruitment process etc.
- **Engage & share insight:** Utilise client contact to share and gain market intelligence and insight within your specific market territory.
- **Know your customers:** Develop a great knowledge and understanding of your customers and their business.
- **Champion & promote:** Improve employer branding for clients through the delivery of engaging and knowledge based opportunity presentations. Answer any questions about the company, culture, team, role or opportunity. Represent & efficiently market clients to the work seeing community.
- **Present & consult:** Present great talent to prospect employers, provide insight into the person behind the CV and answer any questions about the candidate.
- **Brief & debrief:** Prepare interview brief & agenda documentation. Conduct detailed pre interview counselling session. Conduct detailed interview debriefs ascertaining interest and suitability etc.
- **Facilitate negotiations:** Provide a platform for bipartisan discussions and dialogue. Act as a trusted intermediary and moderator in contract negotiations.
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Business development:

- **Manage leads:** Promptly follow up on leads generated or distributed.
- **Utilise CRM:** Maintain contact with prospects through diarised activity for the purpose of networking, generating referrals and new business development.
- **Be proactive:** Complete regular new business development activity. Present and promote services and value proposition to prospect clients.



- **Support marketing:** Participate in marketing campaign activity and promotions.
- **Get connected:** Attend or organise networking events, trade seminars or other forums whereby new business leads, referrals or recommendation can be generated.
- **Attend customer meetings:** Arrange and attend face to face meetings with prospect clients to promote, develop and secure future business opportunities.
- **Nurture relationships:** Develop lasting partnerships for future support and collaboration.

Candidate Profile:

- Experience in utilising best practice recruitment principles, theories and concepts
- Experience of directly sourcing and attracting great talent
- Experience in the design and management of sourcing and talent pool strategies
- Experience in the holistic appraisal and assessment of talent
- Experience of recruiting for a variety of roles from professional through to senior level
- Experience of hiring across multiple functions of the TMT industries
- Entrepreneurial in approach with strong commercial acumen and sales focused mentality
- The ability to identify new solutions to problems through effective sales and consulting skills
- The ability to succeed in a target driven and objective orientated sales environment
- Excellent and effective networking skills
- Excellent relationship and stakeholder management skills
- Delivery orientated with a strong customer satisfaction approach
- Possess a long term partnership mentality through an ethical approach

To Apply:

Please send us a copy of your CV via the contact us page at www.mecscorams.co.uk