

Senior Recruitment Consultant

With a reputation for excellence in Recruitment Solutions and a proven passion for Innovation and Thought Leadership, Osborne Recruitment is a leading recruitment consultancy driven by a culture of High Quality, High Performance and High Commitment where Trust, Honesty, Professionalism, Accountability and Care are at the very heart of all we do.

What Osborne Recruitment can offer you:

- An opportunity to be successful and achieve your personal goals.
- To be part of a reputable high growth recruitment company that has a big vision for the future combined with a very strong sense of purpose, culture, values and work practices.
- As a recruitment consultant you will work to very realistic targets and objectives and you will be supported by both a Recruitment Manager and Commercial Development team to grow your business.
- To be part of a super team that is supportive and welcoming in a winning, autonomous environment.
- To work and represent an enviable list of clients and customers.
- Your opinion and ideas will always count and while you can learn from some of the best in the industry - we will embrace your experience and fresh ideas too.
- We offer great career development opportunities paced at individual capability and success levels.
- Engage in our 'Love to Learn' programme for continuous professional development opportunities.
- Flexible working arrangements.
- Monthly & Quarterly competitions with great prizes.
- Quarterly company nights out / away.
- Be an active member of our Running Club and CSR initiatives.
- Opportunities to participate and/or lead internal projects.
- Competitive basic salary + an uncapped healthy commission structure tiered up to 20% on an annual basis.
- 20 days annual leave that increase by one day for each year of service
- Your birthday off

Specific Duties will include:

- Assist with training of junior team members. Provide support & guidance to junior team members & managers
- Seek to solve problems wherever possible & actively contribute to the operation of an efficient, smooth-running division & team.
- Achieve monthly and quarterly financial targets
- Achieve weekly KPIs/Productivity Lead Indicators to support financial targets
- Business Development: Warm/Spec calling, following up on leads to get new jobs on.
- Develop, maintain and grow existing customers with Key Account Management duties as appropriate e.g. client meetings.
- Provide an efficient & effective service and excellent customer care at all times to candidates and clients, promoting the Osborne brand.
- Screen, shortlist and interview candidates for client jobs ensuring the right person is placed in the right role every time.

- Build the database and your desk with active, quality candidates. Promote a high % of candidate referrals to your desk.
- Write attractive, compelling job ads promoting the role, Osborne & the client organisation
- Proactively work to become an expert in your specialism area, identify industry trends and be the 'go-to' recruitment consultant in your specialism.
- Maintain a high level of care and open, professional communication & feedback to both candidates and clients at all times
- Negotiating fees and rates in line with Osborne policy
- Network before, during and after business hours at relevant events to your specialist desk

Personal Competencies Required

- Professional, personable individual with excellent communication skills and a strong ability to build lasting relationships with colleagues, your clients and your candidates.
- Determination, ambition, energy & attitude to succeed with the ability to see the bigger picture.
- Accountable individual who achieves targets & deadlines consistently on time through managing & prioritising own work load.
- Ability to make sound judgements, business decisions, problem solve & influence individuals.
- A resilient individual who is a strong team player with the ability to work on own initiative.

To apply please email your CV to info@osborne.ie or call a member of the Osborne team on (01) 638 4400.