



# WORKING FOR US



# WHO WE ARE

## Our company

Elizabeth Norman International has been operating successfully in market research recruitment for over two decades. Like the industry itself, we've grown and evolved, but our commitment to offering our clients and candidates a highly personalised service remains the same.

In 1999 we became the first UK-owned specialist research recruitment consultancy to open an office in Sydney, and since then our network has grown to include offices in Melbourne and Singapore.

Working across a range of industries, we continue to specialise in research, insight and planning. Our clients now span most continents and include research agencies, manufacturers, media owners, media agencies, marketing and PR agencies, plus client-side businesses.

We are proud of our ethical approach and the level of professionalism we offer our clients. This is what our reputation is built on.

## Who we are looking for

We're looking for experienced consultants to join our teams in London, Sydney, Melbourne and Singapore. This represents a rare opportunity to work with high-performing colleagues who have an in-depth understanding of the market research industry and a genuine passion for what they do.

The consultants we'll be employing will have strong people skills and a consultative approach matched with genuine commercial acumen.

They'll have a natural talent for:

- managing client relationships;
- developing business;
- managing and coaching candidates;
- and, most importantly, matching the right business with the right talent



# THE JOB

As an ENI Consultant, you'll be working for one of the research industry's leading recruitment agencies. It's a challenging and exciting role, with a range of responsibilities including...

## Attracting Candidates

- Sourcing, mapping and engaging relevant research candidates.
- Developing good working relationships with candidates and building rapport quickly to gain greater buy-in and exclusivity.
- Developing an intrinsic understanding of how we can advance the careers of the candidates we partner.
- Capturing candidate testimonials and developing more candidate referrals.
- Taking ultimate responsibility for your candidates.

## Business development

- Aided by our extensive network and database spanning 20 years of business partnerships, you will be able to spot opportunities and themes that illustrate the recurring problems our clients face.
- You will relish the opportunity to develop tailor-made people solutions for our clients and, because you are passionate about challenging the way standard recruitment agencies work, you'll be looking to offer our clients a fresh and productive way of recruiting and retaining staff.
- Your avid and genuine interest in current affairs and general business is second nature to you, so for your clients, business development seems more like an inspiring conversation that engages them and makes them want the benefit of your recruitment expertise.

# THE RIGHT PERSON FOR THE JOB

In addition to having a positive attitude, you'll be an excellent communicator, with superb knowledge of recruitment and a proven track record of delivering recruitment solutions. You will also be flexible, prepared to try anything to improve business performance (providing it's ethical!), and be willing to do what it takes to get the job done.

## Essential qualities

- A passionate interest in people and recruitment, business development, candidate generation, closing, etc.
- The ability to win instant credibility among your peers internally and with clients and candidates externally;
- Excellent written and verbal skills, coupled with an ability to communicate your ideas to people at all levels – from junior candidates through to senior executives at Board level.
- The ability to engage and inspire candidates and client both in your conversations with them and in written correspondence.
- Experience within the recruitment industry, and a desire to challenge the market.
- A positive attitude: you are hungry for success and will do what it takes to achieve it.
- A genuine commitment to client satisfaction, coupled with strong relationship building skills.
- Hard working, with a strong desire to exceed targets.

## Our wish list

IDEALLY YOU WILL HAVE:

- worked as a recruiter or B2B salesperson;
- billed over £150,000 in a single year as a recruiter at some point in your career.
- an excellent understanding of business and able to converse on a strategic/consultative basis;
- a positive attitude: someone who focuses on finding solutions rather than simply complaining;
- a will to improve and the confidence to suggest new ideas that will improve the business.

## What we don't want

PLEASE DON'T APPLY IF:

- you subscribe to a blame culture and have an endless list of excuses for poor performance or not hitting targets;
- you have a poor record for time keeping and/or attendance;
- are confrontational or have a pushy approach;
- are closed-minded to constructive feedback.

# THE BENEFITS

## Location

Four brilliant locations: London, Sydney, Melbourne and Singapore.

## Start date

ASAP!

## Salary

Flexible, based on experience. Plus competitive bonus/commission.

## Company benefits

- 25 days holiday rising (plus usual statutory 8 days)
- Performance-based bonuses
- Pension
- Fresh fruit delivered daily to the office.

## Training

- Comprehensive induction
- Ongoing one-to-one coaching and psychometric evaluation from the Manager
- Self study from our training notes and internal emotional intelligence forums
- Reading from our in-house sales library
- Ongoing learning from a strong management team on both the media and research industries and recruitment as a whole.

## Scope for advancement

If you've got what it takes, you'll be a team leader within 18 months.

Further down the line, say 3-5 years, you should be hoping to make it to Director level, with opportunities to head up our international offices.

## A great company to work for

- We're a dynamic, innovative, established company that is driving for further success. We want consultants to partner our growth and enjoy a culture that is adult, autonomous, self-responsible and empowering, with a shared passion for developing people and helping companies achieve their business goals. This isn't a stereotypical recruitment role – this is a business post for people who truly think!
- This is a rare opportunity to work closely with, and learn from, successful industry leaders, whether they be clients or our internal management team.
- We have a fun and genuinely open culture.
- We are a true meritocracy.

## Want to know more?

Contact Emy Rumble-Mettle

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