



# Consortia Careers

WHY JOIN CONSORTIA



“We are committed to developing our internal talent to become the Directors of tomorrow. The goals we have for the group are global and the opportunities to develop and progress are endless!”

We're investing more in; marketing, technology, and training than ever to ensure consultants have the tools they need to be the best in the industry.

### Consortia's Goal

The right niche markets, the best talent all using industry leading tools, technology & techniques.



# AN INTRODUCTION

## Group MD - Nathan Connolly

In setting up Consortia I was determined that we would grow the business to the point we could create a clear and transparent pathway, that would give all consultants an equal platform to progress through to Directorship, and the Fast Track is that.

Our Talent programme is what underpins the success and growth of Consortia and we place great importance on growing our leaders of tomorrow from within. With this in mind, it is extremely important for us to recognise and promote home grown talent, through organic personal growth.

Consortia's Fast Track programme is designed to give you full autonomy over your career, ensuring that you are in control of how far you can go with us! Your development is owned by you and we encourage you to regard your skills and development as highly as you do your targets

**"The fast track program was developed as a transparent pathway for employees to progress through the business in order to be in complete control of your career and with a full understanding of how to achieve your full potential."**



and goals. The Fast Track's 8 steps outline the career progression across the group, offering both team management and non-management roles, right through from Trainee to Directorship. Each level outlines the role competencies you will be trained on and developed, in order to progress, whilst also looking at the bigger picture beyond just billing.

We are currently operating throughout the UK and EMEA markets and looking to move into the USA over the next few years. It's an extremely exciting time to be joining Consortia, as we embark on the next phase of our journey.

I would encourage you to talk to us regularly about your goals both financially and from a career point of view as you are surrounded by people who have a vested interest in your success.

I look forward to seeing your career grow through the business!



instagram @consortiarecruitment

# BENEFITS & INCENTIVES



## Your Time

Hard work pays off. And this means you can have a lie-in or leave early 1 day every week for a month if you hit the "Your Time" target!



## Progression

Our FastTrack program means that promotions and pay rises are based on performance, not time served – and crucially, there really is no glass ceiling!



## 5 \* Trips

Rewarding excellence within the business - at all levels - with yearly events and incentive trips that are achievable to hit.



## Birthdays Off

Don't want to be at work on your birthday? Then take it off (on us) and if it falls on a weekend, take a day in the week!



## Lunch Club

Had a good month irrespective of level? Then you've earned a seat at one of the best restaurants in Bristol.



## L&D

Both in-house and outsourced, beyond on the job coaching from management our learning and development program is something we are most proud of.



## Incentives

In this target-driven environment, we make sure that our incentives are too tempting not to push for!



## Casualwear

We want you to be comfortable at work, that's why our policy is casualwear, not a dressed up version of dress down!



## Early Finish

The weekend begins early here on a Friday, with beers in the office from 4:30 pm! We want to say thanks for your hard work.

# FAST TRACK

From Day 1, you get a copy of our Fast Track book which will outline how you move through the company, either as a manager or as a top biller to become a Director. You and your manager will own your promotion and progression route with no glass ceiling to how far you can take your career with us.



# LEARNING & DEVELOPMENT



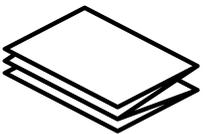
## 10%

Outside of the office you'll learn from external 1:1 trainers and group sessions and bring those skills back to the Group and help further your abilities and those around you.



## 40%

Nearly half of the training comes from coaching and learning at desk and so we train and develop our mentors and managers to be the best coaches they can possibly be.



## 50%

Internal programs, presentations and academies whether at; Trainee, Consultant or Management level will underpin the greatest proportion of professional development. We've partnered with trainers and industry experts from across the industry to ensure the content we create gives teams all the tools they need to both succeed and achieve their goals.



### Internal Training-

Candidates, Clients, Social, Future Leaders, Managing



### External Training

Vi International, Roy Ripper, IRP Recruitment

We know that a mix of great trainers and training content, develops great recruiters so we have gone further in creating our program. Whether its utilising the content Hung Lee curates or incorporating Greg Savages 60 second videos, we have looked to both traditional trainers and content aggregator's to build the very best solution.

Amongst others we've partnered with Hannah Keep, Vi International, Roy Ripper and The Institute of Recruitment Professionals on top of the Juice training program to ensure that we had the breadth of training necessary for all levels.

The in-house training will be delivered in group sessions run by senior consultants and managers, work-book based tutorials and presentations from consultants across the business with a particular skill. Beyond the structured training self learning is also heavily recommended either from LinkedIn learning or from the in-house Library; covering everything from management to marketing.

The Consortia Team website will also be regularly updated to hold; training documents, recordings and video's and will be the central repository for all the training programs when you want a refresh!

# Q&A WITH OUR TEAM

## CHARLEY - MANAGING CONSULTANT : UK



Working at Consortia is great. The culture mirrors a family working together creatively and collaboratively to get the work done. I look forward to getting in most mornings (even on a Monday)! Joining Consortia was the best working decision I have made. Consortia gave me the opportunity to become a Manager earlier than any consultant my age, making me one of the youngest Managers within the Bristol Recruitment market. This has given me the platform to build and grow a successful team, supported by exceptional internal and external training.

## LAURA - RECRUITMENT CONSULTANT : BERLIN

Coming from a recruitment background, I was used to a fast paced working environment and thought I was already pretty clued up on what I was doing. However, Consortia's training really prepared me for building my own desk & mapping out the Berlin market. My first month at Consortia was filled with training workshops, call-listening, roleplays & team-building exercises, I can honestly say I have never received this amount of training & support in any other job. Everyone here really supports & encourages each other, it's a great culture to be a part of and despite working hard, we have fun everyday!



## OLLY - HEAD OF PERMANENT : UK

After speaking to Nathan and Ryan about the prospect of joining Consortia, I immediately bought into their vision. The resources that Consortia provide, in terms of the tools and tech for the consultants to do the best job possible, are that of a much larger business. My role as the 'Head of Permanent Recruitment' has been made that much easier by the trust and belief that has been given to me by Nathan and Ryan and there is no doubt that our ambitions to take this business into a new era are completely aligned. I'm looking forward to the exciting times ahead!

Positioned  
for Growth

£20k

The largest 1 MONTH  
pay-cheque paid out\*

Average UK Margin  
On Contract Fee  
>£9,000

Average UK  
Permanent Fees  
>£9,650

# No Thresholds

You deserve  
100% of what  
you earn

+200%

Our headcount growth plans by 2020



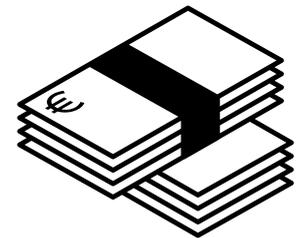
+£5 million

Turnover increase in the past 5 years



18%

Thanks to  
escalating  
deal fees and  
margins average  
commission  
payouts for the  
last 2 years has  
been >18%



## Love Euros?

We already have growing demand from  
Ireland and Germany for our services.

£4m

Group Net Fee  
Income target for  
by Year End 2021



5+

Our goal is to help develop a  
minimum of 5 consultants from  
Trainee to Managing their own  
teams over the next three years  
to five years.

Our first global office goal  
will be New York by 2020,  
led by home grown talent.



## ONLINE

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