



# RESOURCING SOLUTION SPECIALIST

## MAIN PURPOSE OF THE JOB :

You will be at the front line of the organisation with the critical role of promoting our brand, product and services by proactively contacting our existing and prospective clients. Your objective is to profitably grow business, seeking out and maximising opportunities.

## RESPONSIBLE TO :

Resourcing Solutions Team Manager & Sales Leadership Team

## RESPONSIBLE FOR :

No direct reports

## MAIN TASKS OF THE JOB :

- You will establish and deliver a daily/weekly contact plan to win new clients, nurture and grow existing account spend
- Identify business development opportunities, ensuring your client base is fully aware of our entire suite of products and services, understand their specific challenges and providing bespoke resourcing solutions to decision makers at various levels
- Demonstrate expertise and a credible personal brand to clients and colleagues
- Keep records up to date and use our CRM effectively to plan account management activity, ensuring you provide consistent and regular client contact
- Source, qualify and progress leads through the sales process
- Utilise appropriate marketing resources to support effective business development
- Provide expert advice and excellent customer service
- Facilitate the delivery and monitor success of resourcing solutions



- Using data & insights to present clients with recommended candidate attraction strategies
- Ensure Terms of Business have been presented and agreed with client

This is not an exhaustive list of duties and you will be expected to perform different tasks as necessitated by your changing role within the organisation and the overall business objectives if the organisation.

## T H E   P E R S O N

- A natural rapport builder, you develop positive relationships and find it natural to co-operate with and support both colleagues and clients
- Telephone sales experience, you'll be comfortable making a high volume of call per day, building and maintaining a meaningful pipeline of business
- You will be an excellent communicator with a confident telephone manner, your written work will support this
- Able to think on feet to effectively to overcome objections with reasoning
- Knowledge of recruitment or resourcing processes (not essential)
- Target driven and motivated to achieve and exceed goals
- Self-motivated you will be organised and able to manage your time and team organisation effectively
- You will be resilient and naturally patient; however, you will have a sense of urgency for results

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## B E H A V I O U R S

Key GRIT attributes:

- Approaches challenges with optimism
- Strong stress management skills
- Resilient in the face of criticism or unsuccessful sales
- Comfortable with changeable work environments



Key EMPATHY attributes:

- Builds rapport and trust
- Creates desire
- Adapts interpersonal style
- Maintains contact with clients

Key APPETITE attributes:

- Presents and pitches with confidence
- Has profit awareness
- Assertive when appropriate
- Motivated to keep busy and accomplish targets

Key FOCUS attributes:

- Identifies client needs
- Maintains pace
- Finds intelligent solutions
- Achieves balance between the client's and the organisation's goals