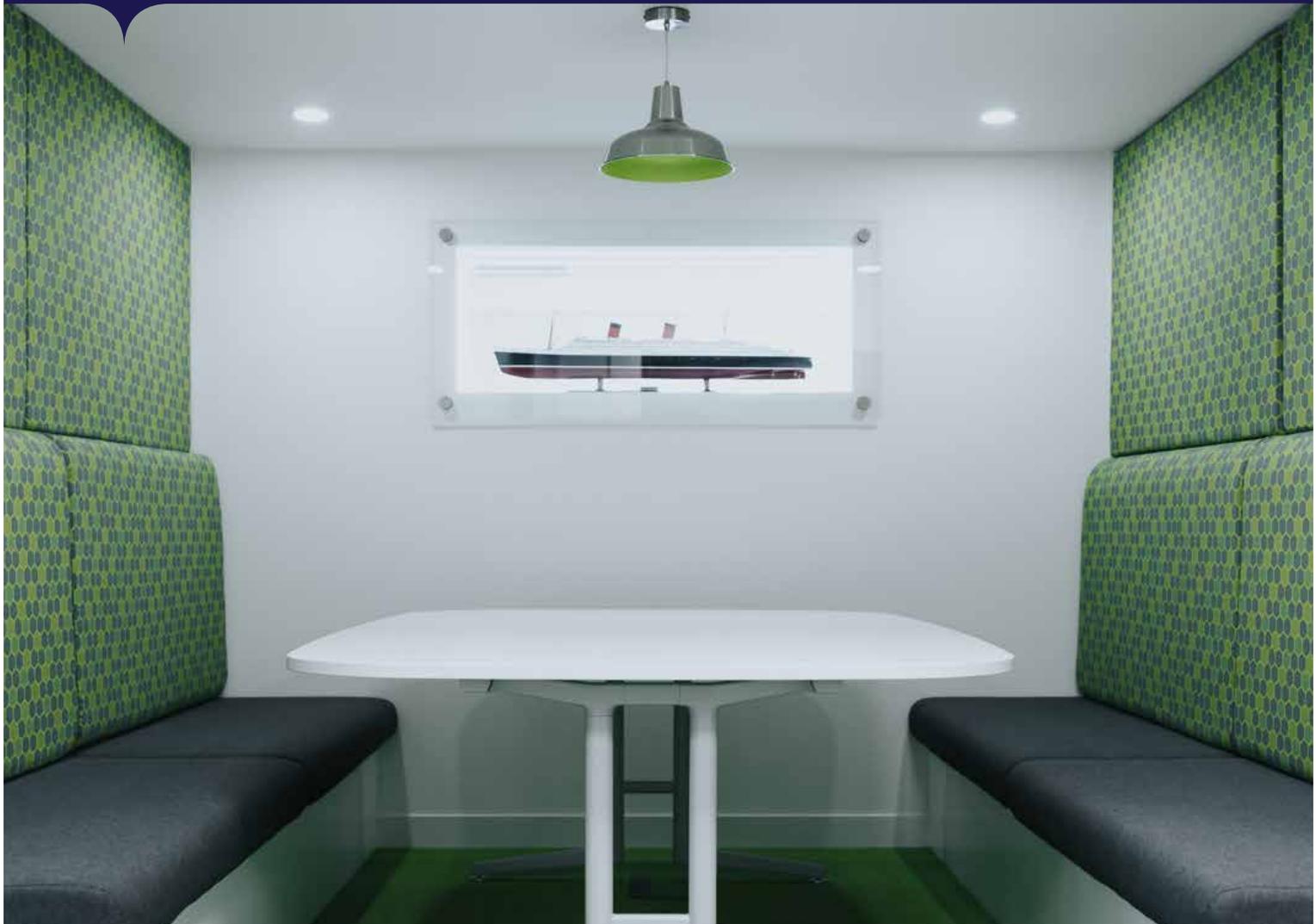


faststream  
■■■■■ recruitment group ■

# Careers in recruitment

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With the world's leading Shipping & Maritime recruiter



# Who are we?

## We are the world's leading Maritime recruitment organisation.

Established in 1999 the Faststream Recruitment Group employs over 100 staff across offices in Europe (Southampton, UK), North America (Houston) and Asia (Singapore). We provide specialist recruitment solutions to niche areas of the Maritime sector by partnering with many of the world's leading employers and sourcing hard-to-find candidates to work within their organisations.

Over the past 18 years the business has been through significant growth, both domestically and internationally. During our next phase of expansion we are looking to attract the very best people to work for Faststream, including experienced consultants and people who are new to recruitment and have the drive and determination to make their career with us a success.



# Starting a career in recruitment

Recruitment is a dynamic, fast-paced and highly competitive industry which offers exciting career opportunities. With recruitment careers across virtually all sectors of the employment market and great professional development prospects, it's no surprise recruitment is a career of choice for over 100,000 people in the UK.

## High performing Industry...

In the UK, the recruitment industry delivers £35.1 billion of value to the economy, and is predicted to grow by 18% over the next two years. As a recruitment professional you will play a key role in boosting economic growth by placing the right candidates in the right roles across a variety of sectors.

## The role of a recruitment consultant...

Recruitment businesses and agencies help organisations source the talent they need and help people find jobs. Thousands of companies both large and small rely on, and value, the support of a professional recruiter to help them in the war for talent.

Recruitment consultants are the vital link between candidates and clients, and often advise on strategic as well as operational requirements. Many aspects of the role involve attracting business from companies using sales, business development and marketing techniques, and building relationships to become a trusted recruitment advisor.

Candidate relationships will also be developed through similar means, and recruitment consultants often take responsibility for helping candidates manage their careers.

## Career opportunities...

A career as a recruitment professional offers variety, challenges, and opportunities for growth, in a fast-paced and exciting industry. Faststream offer a wide selection of career opportunities and paths for your progression, depending on what you are good at and what you enjoy. Our roles include resourcers, recruitment consultants, executive consultants and account executives. Some of our leadership and management roles are team leaders, account managers, business managers, associate directors or directors. Opportunities for progression are huge!

## Recruitment consultant duties...

An important part of our business model is making sure that we understand the businesses we recruit for and the candidates we place into jobs and therefore we spend a lot of time talking to people, both on the phone and face to face. These conversations might be to develop new business, they might be to understand a particular vacancy, it could be to interview a new candidate or it might just be having a coffee and keeping in touch!

We spend a lot of our time head-hunting, interviewing and assessing prospective candidates and matching them with vacancies at the companies we work with. This means reviewing lots of candidate applications and CV's to see if they are suitable for the jobs we have. Organisation plays an important part in what we do, be it organising interviews in multiple time-zones, arranging recruitment campaigns on social media or keeping on top of paperwork. You will be responsible for negotiating and agreeing our fees with our client companies and you will take an active role in negotiating salaries and benefits on behalf of candidates. On top of all of this you will need to attend and network with companies and candidates at industry events, such as conferences and exhibitions, which are sometimes overseas.

## How will I make my money?

We charge companies for our services and never charge our candidates. When we place a candidate into a permanent job we charge the company a percentage of the candidates first year salary as our fee - you get paid commission as a percentage of that fee. Quite simply the more people you place into jobs, the more you earn! We offer an industry leading commission scheme, a great base salary and fantastic benefits including private healthcare (after a years service), an excellent company pension and regular social events.

## Will I have to work at weekends?

No, we work regular office hours and there is normally no need for weekend working.

## An opportunity not just a job!

A career at Faststream is like running a business within a business. You have your clients and it is down to you to look after them and grow the business we do with them and you have access to a huge talent pool of over 500,000 candidates on our database and lots of channels to advertise and attract new candidates. This is one of those rare opportunities where you can genuinely influence what you earn by how hard and smart you work!



# Career paths

We offer exceptional growth opportunities at Faststream, giving you the chance to take a number of routes with your career.

We have a clear-cut career development programme for all of our consultants. You will be promoted based on your achievements and not the length of time you have spent within the business and our career paths are straight forward, transparent and achievable. We want you to progress within the business as quickly as possible - it is a sign of your success, and ours. As you progress you will get bigger benefits such as a company car, private healthcare and company mobile phone.

## MANAGING DIRECTOR

Profit leader who owns the business plan

### DIVISIONAL DIRECTOR

Profit leader who contributes to the business plan

### BD DIRECTOR

Profit leader who contributes to the business plan

### ASSOCIATE DIRECTOR

Delivers sales targets through Managers and contributes to strategy

### ASSOCIATE DIRECTOR

Wins formally contracted business, overseas delivery and contributes to strategy

### RECRUITMENT MANAGER

Delivers sales targets through teams

### BUSINESS MANAGER

Wins formally contracted business

### TEAM LEADER

Big biller who helps develop consultants

### PRINCIPAL CONSULTANT

Super biller who helps develop clients

### ACCOUNT MANAGER

Develops and leads key accounts

### LEAD CONSULTANT

A big biller who mentors

### LEAD ACCOUNT EXECUTIVE

Leads key account delivery

### SENIOR CONSULTANT

Makes placements

### SENIOR ACCOUNT EXECUTIVE

Delivers on key accounts

### RECRUITMENT CONSULTANT

Makes placements

### ACCOUNT EXECUTIVE

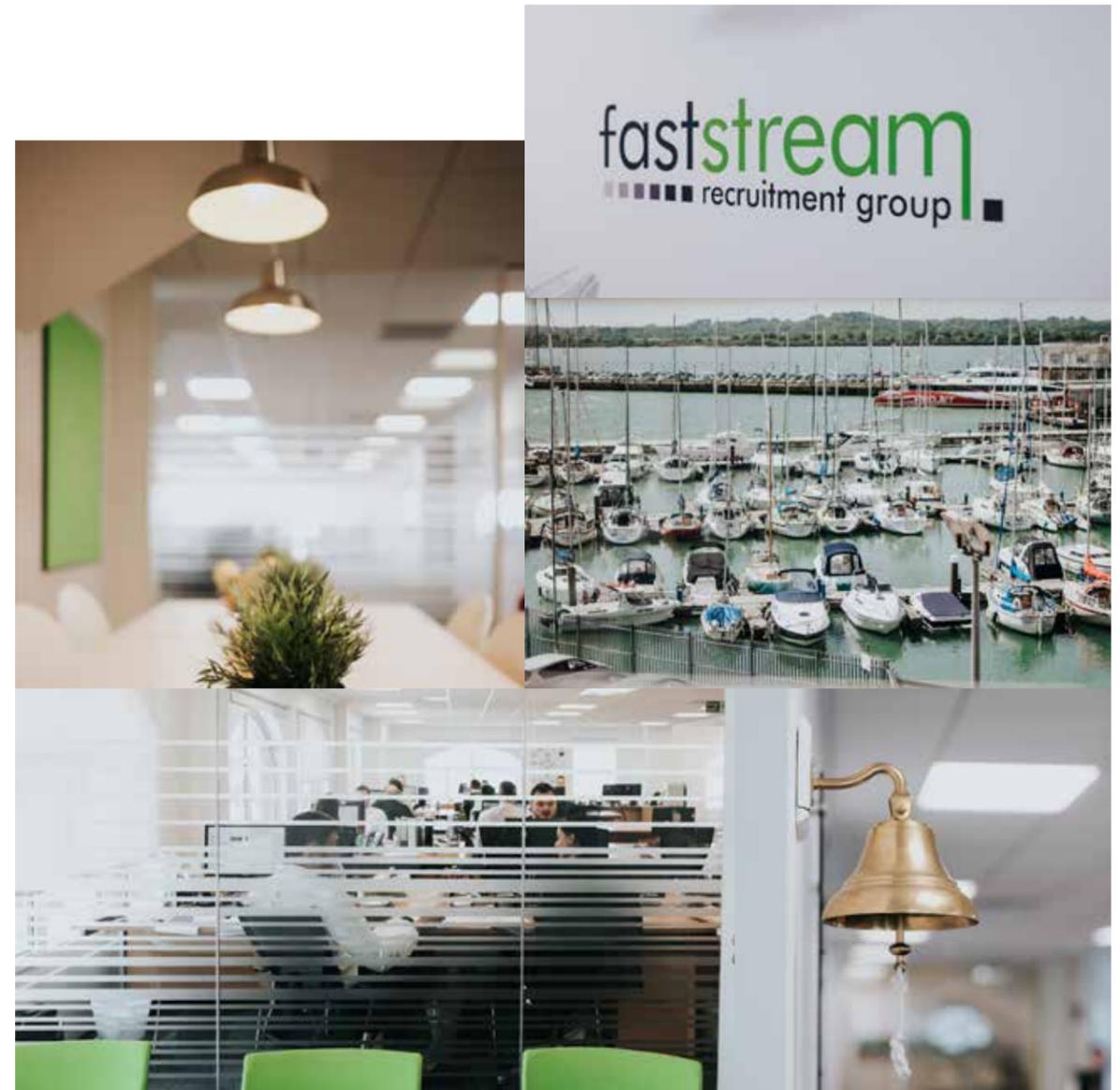
Delivers on key accounts

## RESOURCER

Finds candidates

# Our environment

We have always placed huge importance on the working environment for our staff and in March 2017 we moved into new custom offices in Southampton's Town Quay. Our office space offers employees the best of the best in working environments.



# Learning and earning

We invest heavily in the training and development of our people and have a structured training programme for both new and experienced consultants. We want you to reach your full potential and will do everything possible to ensure that we support you.

Whilst our training is structured, we understand the importance of autonomy and we encourage our consultants to run their own desk like it's their own business.

It's no secret - many people want to work in the recruitment industry because of the money. Your earning potential with Faststream is 'un-capped' meaning that there is no limit to what you can earn. We offer a competitive basic salary and an excellent commission scheme where you can earn up to 30% of the fees that you make.

Not sure about how recruitment fees or commission works? If you are new to recruitment you will not be alone. We are happy to explain the details of how you earn with Faststream and can provide you with some real-life examples.





We'd love to talk to you about working for Faststream.

Please contact Rachel Farndell, Director of Talent, for a confidential chat on:

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Email: [rachel.farndell@faststream.com](mailto:rachel.farndell@faststream.com)

