

CONSILIUM RECRUIT.



Attraction *Pack*



CONSILIUM RECRUIT.

ABOUT US.

Formed in 2001 Consilium Group is a recognised authority in the recruitment of qualified Engineering, Management level and industry Executives to some of industry's most dynamic and advanced technology companies, including the following world class organisations:



VISION.

Our vision is to become the 'go to' provider of recruitment services to organisations operating within our sectors and areas of expertise, and have pledged as a business to promote a caring, productive and inspirational place for employees to work - where honesty and teamwork lie at the heart of our success.

We are unashamedly ambitious in our growth plans and quest for continuous improvement, which is why we seek to attract the best talent available.

CONSILIUM RECRUIT.

AWARDS.

We are dedicated to achieving the best standards within our industry and invest heavily in our recruitment systems & procedures, candidate & client management, and more importantly our people.

Furthermore, the senior team is totally committed to developing as well as retaining our staff. To facilitate this we have undertaken the improvement programme directed by the prestigious Great Places to Work institute. Not only are we proud to be recognised consistently as one of the top 20 companies to work for in the UK, but also names best Engineering Recruitment Consultancy by the Institute of Recruitment Professionals, our industry body.



CULTURE.

Recruitment consultancy isn't for everyone The rewards are significant but so is the work and application required by you in order to achieve them.

That said, Consilium has created a culture that simply breeds success. The environment is fun, professional and competitive which brings out the best in our people.

Many have excelled in activities outside of their careers including sports and academia; with these shared characteristics contributing to a dynamic and lively culture.

We firmly believe in giving our employee's autonomy by empowering them to make a real difference to their careers and to the company's success.

In an industry often weighed down by KPI's and micromanagement, we allow professional freedom to allow consultants to be entrepreneurial and try new ideas. It's this approach that has fostered the high growth, high performance culture that we have become renowned for and truly allows people to progress

their careers at a rate which only their ambition and performance can limit. We provide a platform so that everyone in the business is capable of achieving their personal and professional goals, coupled with the necessary support to realise them.

In short, we genuinely look forward to coming into work and this is reflected in the commitment of our workforce as well as the consistent high performance of the business.



VALUES.

Our values lie at the heart of everything we do and guide our engagement with colleagues, candidates and also clients.

The result; transparency, honesty and a straight-talking approach to business.



YOUR TRAINING & DEVELOPMENT.

From your first day at Consilium and throughout your career with us, you'll be guided with an individual development plan.

Supported at every stage by an independent Personal Performance Coach, Cher Simpson, coupled with our own in-house training 'The Consilium Way', we ensure your personal development and resulting achievement of goals.

You will also benefit from numerous other influences including internal mentoring from senior employees access to specific external training providers, plus study support for REC (Certificate & Diploma), as well as other vocational qualifications designed to aid your long-term career development.

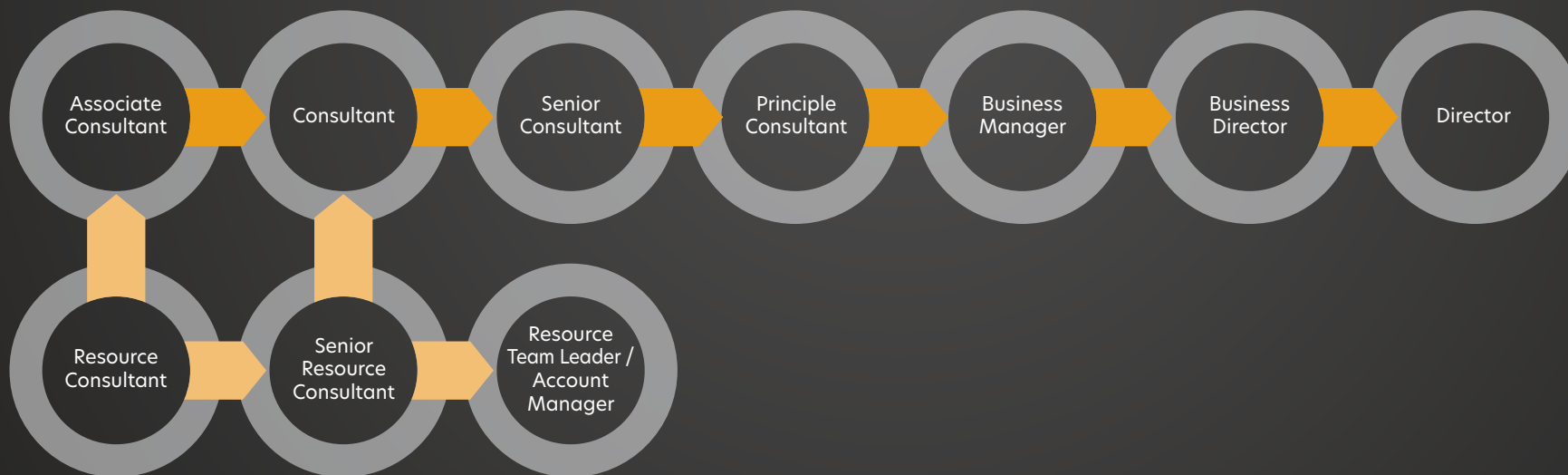


Personal Performance Coach, Cher Simpson

BELIEVE IN YOUR CAREER.

Here at Consilium we recognise you as an individual with aspirations and goals that are personal to you.

We believe that everyone has a contribution to make to our business, but instead of putting timescales in place, we set realistic and achievable stepping stones for you to achieve your aims and career direction.



THE INSIDE VIEW.



Marlena Matusik
Senior Resource
Consultant

"Upon joining Consilium, I came with recruitment experience, but gained within a completely different sector. When I became a part of the team, I knew this would be a big challenge, but also a step forward in my professional career.

From the very beginning, all members of Consilium were very helpful and professional. The training I received in the early months contributed significantly to my development and is ongoing. The company constantly supports me in acquiring new skills and motivates me to achieve further successes.

I am glad to say that I am now an established part of the Consilium team, because I work cross-functionally with several experienced recruiters and in partnership with well recognised and industry leading organisations. In my daily work, I have access to advanced recruitment tools backed by a recognised and highly professional recruitment company, thanks to which I am able to achieve my goals."



Matt Fielding
Account
Manager

"Prior to joining Consilium I had no prior experience in recruitment, but from the start it was evident that this company was a very professional outfit that was precise and efficient in its efforts to fully support companies as well as job seekers. In short - working with Consilium feels more like working as a partnered consultancy rather than an agency.

I have had the luxury of working alongside as well as be mentored by very successful people that are both technically competent and smart planners which has enabled me to learn and become part of this successful team.

From the start I have been subjected to numerous coaching programmes (internal plus external including specific Prince 2 Project Management training) plus access to some of the latest recruitment tools. This has aided my continual development plus challenged me to step outside of my comfort zone and evolve my career.

As a business, we build strong relationships with leading technology companies and ultimately strive to be the 'go to' recruitment company within our sectors."



Matt Griffiths
Senior
Consultant

"At the point of joining Consilium back in 2018, it was clear of the ethos, energy and knowledge within the business was exemplary. Since then, the business has developed in strength, and is now a market leader in a number of specialisms and areas of expertise.

Consilium has offered me a platform to develop my career, and I am now a sector specialist within the FMCG industry, while also supporting the wider business including new recruits with their own personal development.

Consilium operates a Vision and Values policy that is evident, promoting honesty, respect and integrity throughout the company. It also supports Consultants to become experts in their chosen industry field while also taking on additional duties and responsibilities as part of their career development."

CAREER PACKAGE AND BENEFITS.

Whatever your level of experience, we will reward your hard work and achievements generously as your career with us progresses.



Excellent salary,
low threshold + uncapped commission
paid monthly



Car allowance
plus EV car
scheme via salary
sacrifice for all



Private Health
Insurance + Life
Assurance +
Income Protection
+ Group Pension



We'll match your
fund raising efforts
- up to £500 +
two volunteer
days per year



Flexible working
patterns including
WFH provision



Latest technology
to optimise success
plus enable
smart working



Numerous Incentive
Schemes, Social
Events & Fun Stuff!



Annual Profit
Share Scheme



Dedicated and
personalised
coaching & career
development
programme



Enviably working
environment with
free parking,
bike rack, shower
facilities, and
great coffee too!



25 days holidays +
8 stats rising to 28
with service plus
Xmas shutdown



Your Birthday off
(or day before /
after) - because
you deserve it!



Wellbeing - access
to professional
support for your
health & happiness



Bike 2 Work scheme
- up to £2,000



Micro-loan for
any purpose and
interest free

GIVING SOMETHING BACK.

We understand that we make a difference to people's lives but also believe that we should go further and actively encourage our employees to give something back to the causes and community that support us.

Hence, we are active supporters of several charitable as well as business events each year, and have raised many thousands of pounds as a result. Events include various trade body sponsorship (including IMechE & MAA) through to various charity sporting events in support of specific causes, and even Bake Offs for the less athletic among us.

We even have our own approved STEM Ambassador, promoting the world of engineering to future generations.



Our approved STEM Ambassador
Jon Ray



NEXT STEPS.

We look for individuals who demonstrate the vision & values that drive our business and core competencies needed to succeed.

With our training and development programme, we are fully committed to providing a platform for you to develop your career as quickly as you are able to, while fully maximising your earning potential.

New to recruitment

We are particularly interested in talking to commercial or engineering biased professionals with previous sales experience and seeking to apply those customer skills in a professional consulting environment.

Experienced recruitment professionals

If you already possess recruitment industry experience and are serious about propelling your career, then we have opportunities at all levels.

Ideal applicants will be degree level educated and possess previous experience of operating within a manufacturing, engineering, commercial or industrial based recruitment environment.

Ultimately, if you possess entrepreneurial flair, dedication and enthusiasm coupled with a passion for professional recruitment – then we want to hear from you!

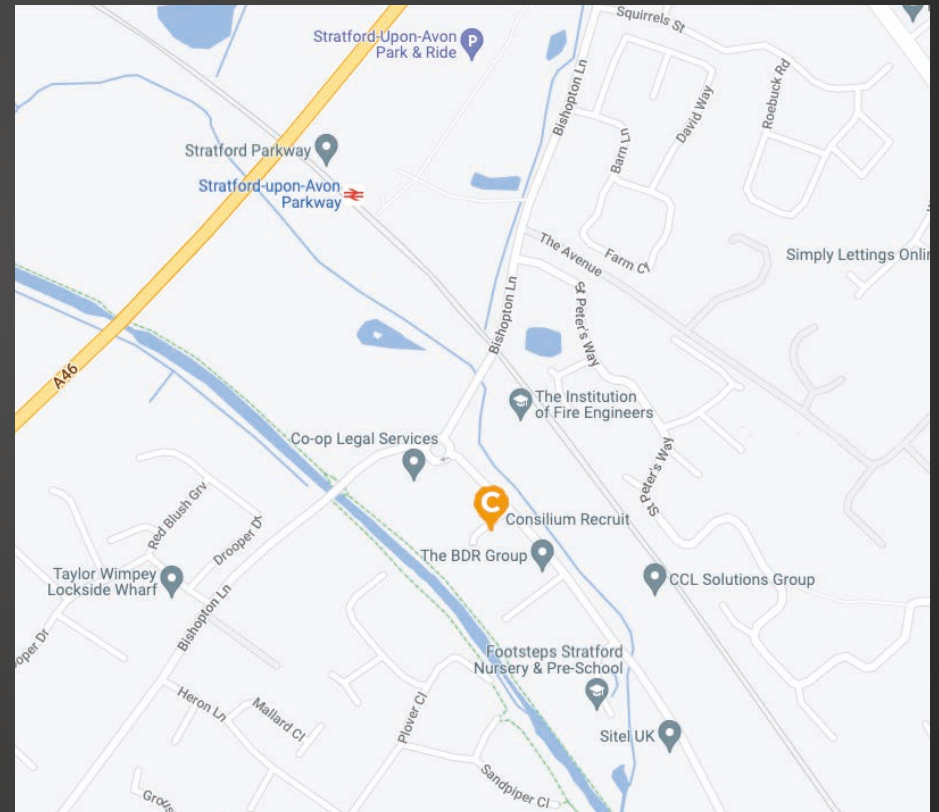
Sound like you?

For an exploratory and totally confidential discussion, contact Russell Tuck:

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