

consilium

RECRUIT

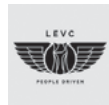


candidate attraction



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 four main operating sectors, 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.



Automotive



Aerospace



Manufacturing



Innovation

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 as one of the top 10 companies to work for in the UK, but also shortlisted for the past 5 years running by the Institute of Recruitment Professionals - best recruitment consultancy to work for category (up to 50 employee's).



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 and empowering them to make a real difference to their careers and to the company's success.

In an industry weighed down by KPI's and micro-management, 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 restrict. 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 ensure that these are realised.

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 our own Personal Performance Coach, Claire Birks, 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.



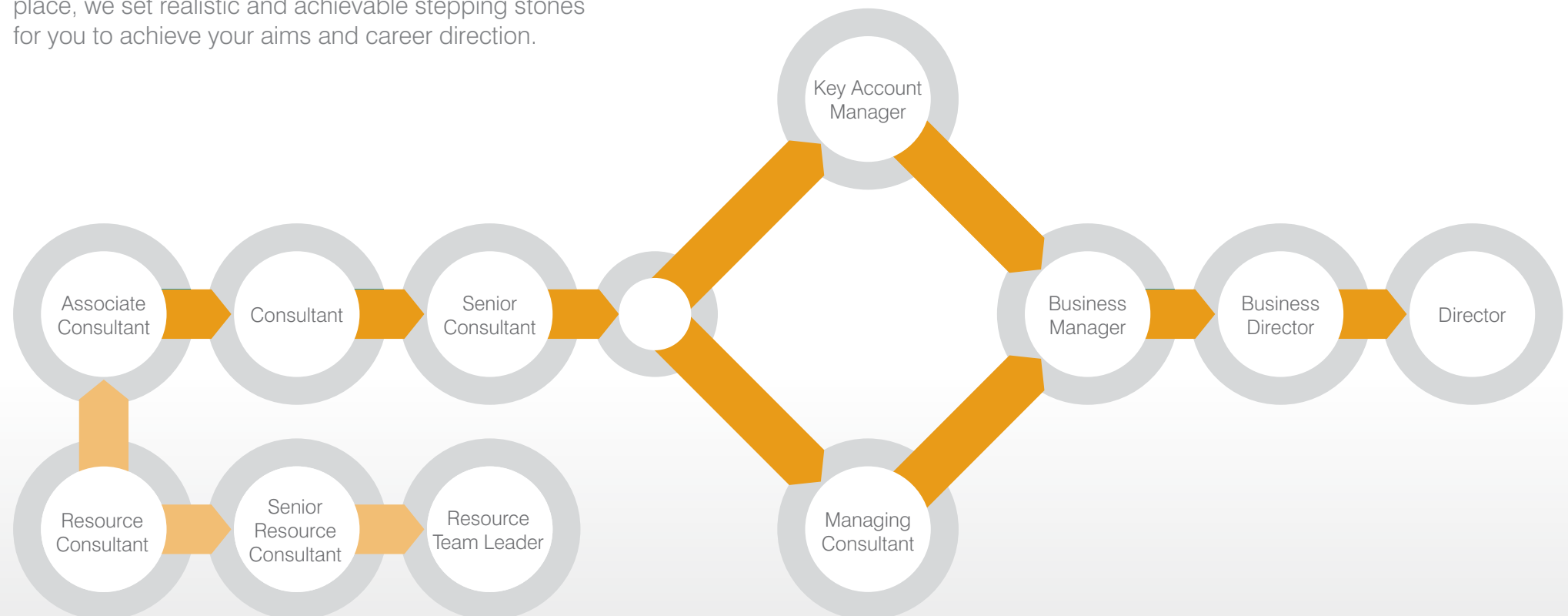
Claire



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



Matthew Faulkner
Managing Consultant

At the point of joining Consilium back in October 2009 it was clear the ethos, energy and knowledge within the business was exemplary, and I wanted to be part of that team. Since then, we have gone from strength to strength, and are now firmly placed as a market leader within the sectors we specialise within.

I am proud to say that Consilium have offered me the platform in which to flourish and truly develop my career, whilst encouraging me to complete a number of industry recognised qualifications and leadership training courses, to ensure I am pivotal in developing and growing the next crop of budding recruiters.

Consilium operates a stringent vision and values policy, encouraging every team member to promote honesty, respect and integrity in all that we do. For me the people make the organisation, and I'm incredibly proud to be shaping and promoting these core values across the business, and to be a part of the overall journey.



Matt Fielding
Resource Team Leader

Before joining Consilium I had no prior experience in recruitment, but in my first couple of weeks it was very evident that this Consilium was a very professional outfit that was precise and efficient in its efforts to fully support companies as well as candidates. Working for 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.

Additionally, from the start I have been subjected to numerous training programmes to aid my continual development, plus challenged to step outside of my comfort zone - something that we have all benefited from as a team.

As a business we have access to some of the most advanced recruitment tools that is ever evolving to allow everyone in the company to do their job to the best of their ability. We build strong relationships with and ultimately strive to be the 'go to' recruitment company for all recruitment needs.



Jamie Randall
Senior Consultant

I joined Consilium in 2015 with no previous recruitment experience, although I had a solid sales background heavily focused on delivering excellent customer service.

Starting with Consilium Recruit, I was very excited and opened minded with an eagerness to learn and develop new skills. I'm pleased to say I've had nothing but support from day one and have benefited from set training plans plus approachable and fully supportive Managers / Directors coupled with clear yet realistic development goals.

The company is very supportive to all staff members and is clearly keen to develop and grow their own Consultants. I myself started as Associate Consultant and now operate as a Recruitment Consultant with a plan to develop into a Senior Consultant with a sector specialism within FMCG.

We have great team unity and excellent work environment that breeds hard work whilst remaining fun and exciting at the same time.

career package & 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 + un-capped commission up to 35% paid monthly



Car allowance plus use of company pool cars for business



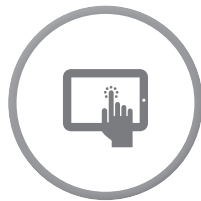
Private Health Insurance + Life Assurance + Income Protection



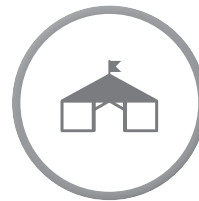
Giving back - we'll match your fund raising efforts, plus a paid volunteer day



Flexible working - because we all have commitments outside of work



Latest technology to optimise success



Numerous Incentive Schemes & Social Events



Annual Profit Share Scheme



Dedicated and personalised coaching & career development programme



Enviably working environment with free parking, shower facilities, fresh fruit and great coffee too



25 days holidays + 8 stats rising to 28 with service



Your Birthday off - because you deserve it!

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 range from annual sponsorship of the IMechE industry dinner that promotes engineering in the region, through to various charity sporting events in support of specific causes, and even bake off's for the less athletic among us.

We also participate actively with local schools, with one of our Directors an approved STEM Ambassador, promoting the world of engineering to future generations.



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:

01299 828347

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