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today's leaders, tomorrow's change

RPO Account Manager
Assignment Brief



www.gibsonwatts.com



About Us

Gibson Watts is a leading recruitment and executive search firm within the energy sector. We have built our business on securing key, foundational clients, and delivering an outsourced or managed service agreement. We are currently delivering across four continents with long-term agreements already in place across the US, UK, and Europe.

As a people-led and data-driven organisation, we take pride in understanding a business's short, medium, and long-term goals, consistently delivering positive change.

Our team of experts specialise in providing executive search, board, interim and development services, as well as leadership consulting and recruitment. We take pride in understanding the talent availabilities across global territories. We provide an insight-driven service which takes this into consideration and focuses on driving positive change in an organisation.

Gibson Watts actively promotes equality, diversity, and inclusion, both internally and in collaboration with our partners. During each hiring campaign, we focus on engaging with new networks and sources, to identify existing and emerging talent that shapes our partner's diversity agenda.

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RPO Account Manager

Boston, on-site

As part of our continued expansion across the US, Gibson Watts has just secured a new multiyear agreement with a leading company within the hydrogen energy sector. We now need to recruit an Account Manager to be based onsite at their offices in Boston. This individual will play the pivotal role in the successful delivery of all recruitment and executive search services we provide into this business.

The incoming individual will integrate seamlessly into the culture and environment of our client and will be the link between both businesses. The Account Manager will be responsible for overseeing the execution of our services to achieve the clients desired outcomes with a focus on attracting talent, refining processes for efficiency, driving retention and creating a social media strategy.

Client Management

- Showcase an extremely high level of understanding of the recruiting process and client organization
- Drive the plan to meet account and organizational goals
- Anticipate and minimize risks within partnership
- Prepare for and participate in project reviews with client and senior management
- Facilitate regular status meetings with client
- Develops and delivers client and management reporting

Recruitment

- Work with the recruitment team of Gibson Watts to successfully place all candidates across recruitment and executive search
- Work with the team day-to-day to meet performance goals and objectives
- Lead, and deliver account management meetings with stakeholders across the client
- Measure, and communicate all KPI's ensuring Gibson Watts deliver on agreed targets
- Manage innovative programs, events and campaigns to build candidate pipeline and drive recruiting strategy to meeting hiring goals
- Serve as front line escalation for client and recruiter issues/questions; escalate to senior leader and/or client partner as appropriate
- Effectively communicates relevant project information to leadership

Qualifications

- Experience in delivering an onsite managed service as part of a client's team (ideal if within renewables)
- Strong understanding of overall recruitment process
- Capable of adding value to the recruitment processes improving them where possible
- Sound judgement, data management and reporting experience and ability to handle complex information and client requests
- Experience leading both virtual and on-site teams in a corporate talent acquisition function either in-house or in an RPO environment.
- Experience using recruitment technologies such as Applicant Tracking Systems (ATS) and social media tools.
- Strong proficiency in Microsoft Office Suite (Excel, PowerPoint, SharePoint)
- Bachelor's Degree

For the successful candidate

- Competitive Salary / Incentives / 401k / Benefits / Bonus
- Continuous Learning & Development Programs
- Generous paid time off plan





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