



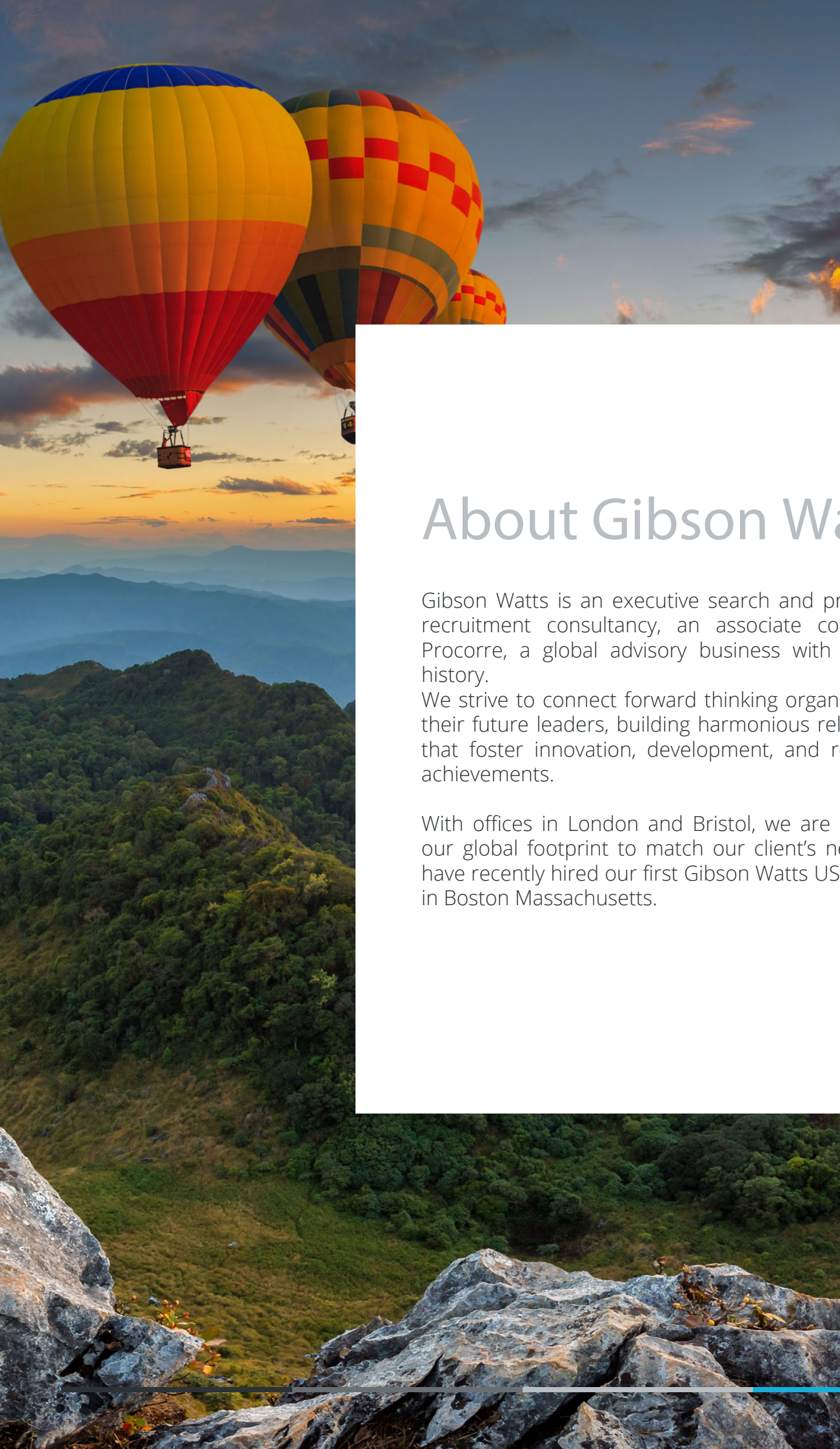
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today's leaders, tomorrow's change

Senior Recruitment Consultant
Bristol, UK (Hybrid)
Assignment Brief



www.gibsonwatts.com



About Gibson Watts

Gibson Watts is an executive search and professional recruitment consultancy, an associate company of Procorre, a global advisory business with a 20-year history.

We strive to connect forward thinking organisations to their future leaders, building harmonious relationships that foster innovation, development, and remarkable achievements.

With offices in London and Bristol, we are expanding our global footprint to match our client's needs - We have recently hired our first Gibson Watts US employee in Boston Massachusetts.

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The Role

If you are reading this, then chances are you know roughly what is involved in a recruitment job. At Gibson Watts we are looking to hire experienced Consultants to work either in a full 360 capacity role or as a delivery consultant/account manager (for those that have had enough of business development.)

These are unique and exciting roles with lots of opportunity for growth. The successful applicants will join a team of dedicated Consultants and will be tasked with supporting clients to recruit and attract top talent for senior or executive-level positions within the renewable energy market.

We are currently working with renewable energy clients across the US, Europe, and Asia Pacific, helping them to strengthen their businesses across all functions.





What makes us different to the other agencies?

Cleantech Focus

You'll have the opportunity to recruit in an industry where you can really make a difference, not just for today but for the future too. We work in emerging markets and areas that very few, if any, other agencies are currently operating.

High Growth Industry

Our market is growing at a phenomenal speed and with a lack of experience and talent in the industry it opens the door for us to win even more business and help our customers to meet the demands of their expansion

Retained and Exclusive Assignments

We pride ourselves on our partner lead approach and our clients agree. Every client we have worked with is on an exclusive or retained basis. Less competition means more control and a higher success rate (think about it next time you are on an agency briefing call with 6 other agencies)

Freedom and Innovation

Our customers are at the cutting edge of technology and innovation. Here at Gibson Watts, we continually push ourselves to bring new ideas to the recruitment industry and empower our consultants to come up with new ways of working.

High Salaries = Big Fees = Large Bonus

Fed up with the competition under-cutting you and fighting over a 15% fee on a £40,000 role? The average salary for our assignments in the last 6 months has been £90,000 with some reaching over £300,000. We don't work on any roles lower than £60,000 and this means we charge bigger fees, which in turn means everybody gets a higher percentage of commission.

Our Culture

Trust based working

Like most companies these days we work on a hybrid basis but unlike many in the recruitment world we believe you should be free to do the work you need to do when you need to do it but also to have a life outside of work. There is no culture of presenteeism, and we trust you will work hard because you want to be successful.

A true team

No client ownership, no candidate ownership. We all support each other and work together to deliver the best in all that we do.

Result driven

We don't believe in KPIs, spreadsheets or constantly checking up on you. We are all very successful in what we do and work hard but avoid micro-management as we've been there and didn't enjoy it.

Fun

We know how tough recruitment can be; "champagne and razor blades", "the recruitment rollercoaster" etc. We believe work should be a fun place to be and we have regular outings, quarterly parties, quizzes, games and group activities to ensure we keep things light-hearted.





Incentives

We want to reward good performance, hard work and achievement. As a young business we are not governed by a large corporate machine controlling the purse strings, so we are free to offer incentives as we please.

At Gibson Watts we have achievable quarterly rewards, yearly trip incentives, parties, high commission levels and much more.

Candidate Profile

The successful candidate will have the following skills and experience:

- A high degree of customer focus and the ability to build and maintain professional relationships.
- Strong drive for results and a commitment to producing a high level of work efficiently and often within tight time frames.
 - Excellent verbal and written communication skills.
- Ability to adapt to new processes and effectively deal with change and ambiguity.
- Willing to embody our core values: "Honesty, Inclusion, Knowledge, Performance."



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