



New Business Consultant

20th February 2019



Who Are We?

We are BPS World – a global recruitment partner providing HR Directors with a competitive advantage in their ability to attract, recruit and retain the best people.

We have a track record of solving recruitment problems for organisations and developing long term, strategic partnerships. We are a true growth partner.

Over the last 18 years we've designed, built and managed talent and compliance functions across the world. We've done so for a wide range of valued clients involved in the Engineering, Technology, Business and Professional services and Management Consultancy sectors.

Our five unique areas of focus are:

- Consultancy
- Search
- RPO
- Brand Performance
- World Solutions

What we do

We won't crowbar a service or way of doing things. We'll tailor a solution based on our deep understanding of our clients' strategic plans.

No two projects are alike. We see ourselves as a true growth partner and we're proud of that.

Our five unique areas of focus are:

Consultancy, Search, RPO, Brand Performance and World Solutions.

However, the magic really happens when we blend them together and fit them around our clients' objectives.

We call this approach: Total Talent Management.

Where we're going...

From humble beginnings, we've grown into an organisation that employs 80+ people in six offices across the world.

But we're not stopping there. We're looking for more hungry, ambitious and curious people to join us on our global journey.

As a business we're aiming to hit £120m turnover by 2021.

This is your chance to share in our common goal, directly contribute to the growth of the company and develop yourself along the way.

Determined, ambitious and eager to be more?

There's a seat waiting for you...



The Role

The Sales & Marketing Team

Quite simply, this is a hugely exciting time at BPS. We've set ambitious growth plans, we know where we want to be and now we need the right people in the right seats to make it happen.

Our unique 'go to market' strategy for 2019 is found in the form of our People Labs. These highly engaging and collaborative workshops are designed for our BPS experts to begin the consultative, problem solving process with HR teams.

By tackling key problems and providing clarity to our potential clients, this level of consultancy has proven to convert into both new business and long term strategic partnerships.

Before we move on to the specifics, let's meet the team:

Your Team

Richard Williams

Sales & Marketing Director



- Global leadership of Sales & Marketing
- Employer brand lead
- Sales & Marketing strategy

William Geldart

Content Marketing Manager



- Content strategy
- Sales outreach
- Tone of voice

Claire Greenwood

Lead Creative



- Creative direction
- Brand ownership
- Client creative

You

New Business Consultant



- Consultative sales
- Ownership of 'People Labs'
- New accounts

Lily Doyle

Content Marketing Exec



- Creative content
- Video
- Animation
- Social media

The Role

How you'll make an impact

We need someone fanatical about making a difference, daring to stand out and relentless in their ability to connect with and add value within the HR community. We need someone to own and drive People Labs.

We are a marketing led organisation, which means you will have the full support of a first class marketing department with content, illustration, design and video capability.

Your success will be measured on growth. Of database, engagement, Labs, accounts and most importantly, personally. We invest heavily in the learning and development of our employees which is why our founding principal is "People can be more".

Responsibilities

- Investing time to understand recruitment challenges and nuances across multiple sectors, including technology & engineering.
- Conducting research to identify new markets and customer needs.
- Growing, maintaining and engaging with your own database using our Hubspot CRM.
- Developing a deep understanding of the challenges faced by HR Directors and how to engage with them.
- Intimate approach to phone conversations, building up a personal and professional profile for each contact.
- A highly consultative telephone approach, identifying problems, understanding the solution and demonstrating value throughout the sales journey.
- Developing highly creative outreach ideas, to cut through the mundane and be noticed.
- Developing and personalising creative brochures for clients using Powerpoint.

- Crafting personalised emails that get opened.
- Working closely with marketing to develop creative content used for outreach.
- Using our highly engaging Vidyard platform to create personalised videos for HR Directors.
- Demonstrating a firm understanding of our 'People Labs' workshops and subsequently arranging them with HR teams.
- Attending 'People Labs' sessions, adding value and impact.
- Maintaining a healthy pipeline of opportunities with a tailored outreach plan designed to convert into new business.
- Identifying problems within an organisation and booking in BPS consultants aligned with the correct solution.
- Using performance and activity metrics to make strategic decisions.
- Owning your learning journey, both personally and professionally.
- A daring approach to standing out. Someone who runs from mundane business development and has a creative flair.
- Someone fanatical about connecting with their leads on a deeper level.
- An eye for a problem.
- A consultative style. Show us your process for seeking to understand.
- Reading out metrics is fine, but learning and improving from them is better. Someone who can think strategically about their activity and show continuous improvement.
- Recruitment experience or exposure selling to the HR community are great, but a consultative flair with a track record of success is what matters most.
- An eye for technology. We have a suite of sales tools with your name on, from our CRM to video capability.
- An opinion. Thought leadership and a content led approach will always win the day.



You

What are we looking for?

Having the right skills on a CV is a conversation starter but what really interests us is that little something different someone could bring onboard.

We're professional but plain-speaking. Less stiff upper-lip but we still look and sound the part.

When it comes to all of our roles, we're looking for like-minded individuals eager to learn and grow with us.

At a glance

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Our values

Our vision is what drives us, our values are what guide us!

What we do and who we are is shaped by our mission and values. By living and breathing our four key values we never lose sight of what's important to our clients, candidates and colleagues.

How do you stack up?



Why work for us?

Because people can be more

Why do we exist? Because people can be more. For those who want to be more, we've got plenty to offer. Gym membership, massages and all the free tea or coffee you can drink are just some of the perks.

Emotionally, physically, mentally, we provide the platform for our people to flourish.

In it together

From the moment you join us, we've got you covered. We pair you with a buddy to help you settle in and become a part of BPS World. With your buddy, you can have informal chats about pretty much anything, ask for ad-hoc work advice and, most importantly, get local lunch recommendations.



The Perks

You can count on the full support from your manager and peers in the form of monthly reviews, ongoing coaching plans and an active Personal Development Plan. This ensures that your learning and development is placed high on our agenda.

Finally, we're committed to making the working environment as comfortable for our people as possible. From flexible working conditions to lumbar support, we've got your back!

We constantly review our benefits package to make your life that little bit easier. The benefits we offer are there to ensure our employees remain happy, healthy and even wealthier. Just a few of the many benefits available:



Gym Membership



Mobile Phone Contribution



Leisure and lifestyle discounts



World travel opportunities



Free Eye Tests



Copious amounts of coffee

Next Steps

It's time to get to know you

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1

Initial telephone screen with our Internal Recruiter.

2

First stage face-to-face interview with the hiring manager at one of our offices.

3

Completion of two online assessments. Don't worry, we'll outline what to expect!

4

Second stage face-to-face interview. There might be a third stage interview depending on the role.

5

The decision stage. Good luck!