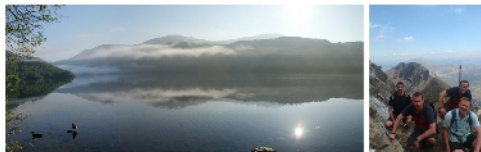


Work for Aaron Wallis™ Sales Recruitment

British 3 Peaks - May 2011



Irish 3 Peaks - Sept 2010



Yorkshire 3 Peaks - July 2011



Aaron Wallis
Challenges 2010 - 2011

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About Aaron Wallis

Celebrating our 5th year of operation Aaron Wallis is a dynamic recruitment business that is enjoying exponential growth and increased market share. With a terrific brand name in the industry and great rates of repeat business, we enjoy a culture that is not the usual 'cold calling' recruitment environment. We have invested heavily in the infrastructure to promote our brand and offer a unique recruitment service with true differentiators and are generally able to convert all leads into exclusive business for the long-term.

Having a very strong core principles at Aaron Wallis it has always been the aim of the company to be as realistic as possible whether dealing with job seekers or clients. Adopting a pro-active and honest approach to the recruitment cycle we fully appreciate that situations do change even when a project has begun. We pride ourselves in the fact that we can afford to be versatile and the 'customer service' element is essential when dealing with a recruitment project.

With extensive experience within technical and commercial positions we always focus on our main objective which is to understand the need of sales professionals within all organisations. Offering significant skills testing and psychometric packages as an integral part of any process we can tailor a solution and make a decision as robust as possible.

Contact Us

In the UK: 01908 7654280

International: +44 1908 764280

Social Networks

LinkedIn: <http://www.linkedin.com/company/aaron-wallis-sales-recruitment> or www.salesrecruitment.pro

Twitter: [@aaronwallissr](https://twitter.com/aaronwallissr) or www.salestweeting.com

Google+ : <https://plus.google.com/113512680431104691111>

YouTube: www.youtube.com/salesrecruitment or www.salesrecruitment.tv

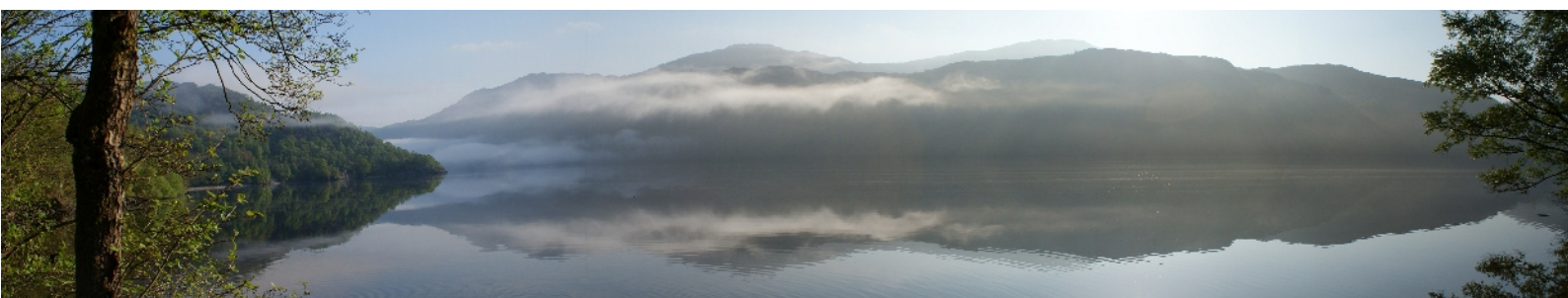
Facebook: <http://www.facebook.com/AaronWallisSR>

Blog: <http://blog.aaronwallis.co.uk>

News: <http://www.aaronwallis.co.uk/news.aspx> or www.salesvillage.co.uk

Key Facts

- ◆ Established 2007
- ◆ 4 Offices across the country - London (near Westminster), Milton Keynes (head Office), Leeds and Bristol
- ◆ Unique service offering with true differentiators and USPs
- ◆ Repeat booking factor of over 60%
- ◆ One of the largest marketing budgets in sales recruitment
- ◆ Highly visible and busy website which attracts over 1100 visitors every day
- ◆ Consultants are all niche specialists within the sales industry
- ◆ 13 staff in total. 9 consultants and 4 support staff (as of 4 January 2013) and growing
- ◆ Double digit year-on-year growth since 2007 through tough economic times
- ◆ Led by Rob Scott (www.robscott.info) and Darren Dewrance (uk.linkedin.com/pub/darren-dewrance/1a/675/770)
- ◆ Website: www.aaronwallis.co.uk



Working For Aaron Wallis

We operate in a very entrepreneurial fashion and as such we require individuals to possess the ability to 'think outside the box' and be dynamic with their approach to the working day. Many organisations offer 'rank and file' structure, this is great if you want the future mapped out. We prefer to see every day as a new challenge and are satisfied when we have run the day and not let it run us.



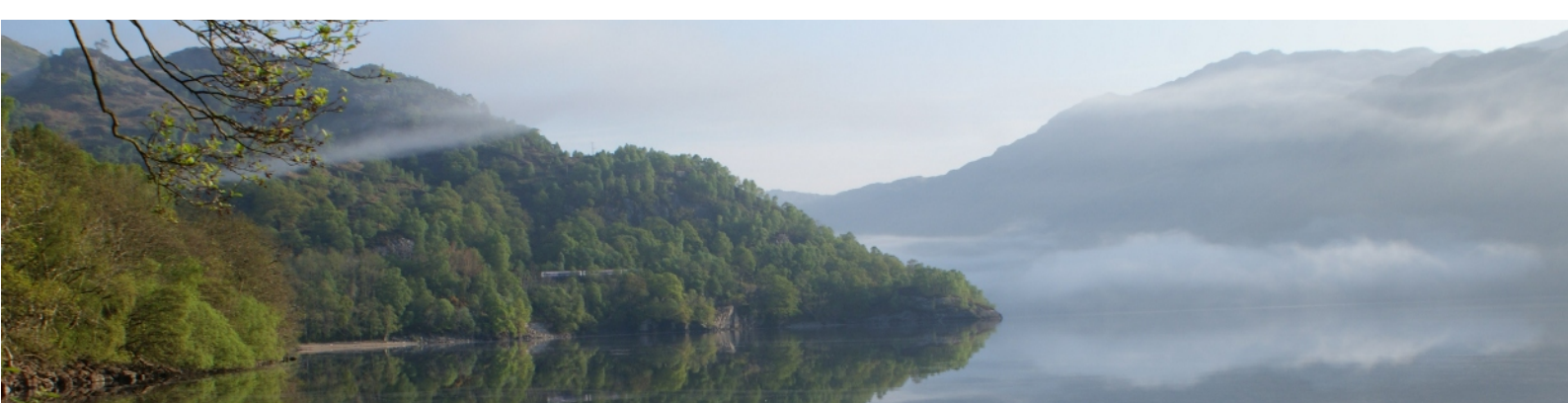
It is essential to cover all of the angles within this role as every conversation will pose another 'take' on a situation. You are encouraged to specialise within a certain field and become an industry expert this will take dedication and commitment.

We pride ourselves on our team ethic and frequently take time away from the office to build experience with challenges. This could be climbing mountains, cycling across England or Kayaking across Loch Ness to name a few. Not only is this great for the team but it also gives us as individuals further challenges to train for within the year.

Why Work for Aaron Wallis

Our staff choose to work for Aaron Wallis for the following reasons:

- Great brand and service offering
- Encourages individual ways of working - an intrapreneurial culture
- Success led
- Challenging culture that's driven by continuous improvement
- Freedom and Involvement through all stages of the recruitment process - accountability and responsibility
- Wealth creation opportunities
- It's fun
- The bonded team culture
- Because we simply 'do it better' than the competition
- Recognition
- Transparency
- Individuals are managed as individuals
- Continuous self improvement
- Involvement in direction and decision making - Company that listens, involves and empowers
- Proud to work for the name, the brand, the business and the team
- It's not your usual recruitment environment. View our [Charity Challenges](#)



The Aaron Wallis Core Values

- **PMA** - *Positive Mental Attitude! Success in life and business is our driving force. We are the most positive, proactive yet personable people that we know!*
- **Courage** - *If we do wrong we put our hands up; we learn from the experience and are a stronger business for it.*
- **Win-Win** - *we know that the only way to earn true business relationships is to enter into agreements where all parties are happy. We want to be as simple and effective in communicating with our clients and candidates as possible. We want to be seen as straight talking, frank and sincere.*
- **Brilliant** - *We don't just want to be good; we aim to be brilliant in everything we do.*
- **Purpose** - *Everything we do has purpose, we leave nothing to chance. We plan. We set goals. Little by little we get there. We refocus and set higher goals.*

What Aaron Wallis Look for In A Recruiter

Our consultants and directors deliver a full-circle recruitment role where we responsible for converting new business and managing the entire recruitment projects from start to completion. We are looking for recruitment professionals who are looking for the long-term and to grow within an ambitious, entrepreneurial and visionary business.

To apply you will be passionate and sales led recruiter that is looking for a culture where you will work autonomously and will not be micro-managed. Whilst continuous support from highly experienced directors is available, we prefer consultants that structure their own time and manage their 'own business within a business'.

As a company, the fundamental reason behind our success has been our positive and winning teamwork ethic, and we are seeking individuals who are achievement led and embrace these values.

This is a challenging role that requires a confident and forthright character that is passionate, inquisitive, creative, credible, positive and resilient. Skills wise we need a sales led individual who is ambitious and tenacious yet is organised with a terrific understanding of Microsoft Office together with the ability to quickly pick up new IT systems and tools. You must be a 'sponge' for information and someone who is genuinely interested in understanding 'how things work' and 'how companies do things.'



My First Year at Aaron Wallis by Paul Masterson

I can't really describe a typical day as the role is so diverse - and that's what we love about it. One day I could be looking for a National Sales Manager that sells into the FMCG market and the next I could be searching for an appointment setter in the educational market to support a front line sales team. It's all about finding the person with the right skills which can be a great challenge. I also have to deal with a vast amount of clients and candidates which makes the job really interesting.



Regardless of the state of our economy, quality sales people are in high demand and our clients are always commenting on there being a lack of good quality candidates.

A lot of my time is spent on the telephone and I'll meet and interview candidates not only to ascertain their suitability for a role, but also to give objective career advice. I also have to write vacancies advertisements, keep the recruitment database updated.

Some days I'll be out of the office meeting and advising clients on their recruitment strategies. This involves getting to know their business, their culture and their needs and building relationships in order to better service their requirements. An enquiring and probing mind is essential - as is the ability to be able to liaise at all levels of management.

Commission schemes can vary from company to company, Aaron Wallis have a great commission structure in place, unlike most recruitment agency Rob and Darren, joint Managing directors want to pay you commission, not stopping you from earning high commissions by adding in sneaky thresholds and capped commission, they want you to succeed!

One of the massive benefits of working in the team at Aaron Wallis are our team challenges, this year has seen the team trek to the top of Toubkal. Toubkal is a mountain peak in Southwestern Morocco, located in the Toubkal National Park. At 4,167 metres, it is the highest peak in the Atlas Mountains and in North Africa. Most climbers with no experience like the Aaron Wallis team would attempt to climb Toubkal over a 4 day period, to make the challenge more interested the Aaron Wallis team completed top to bottom with 24 hours with an overnight stay in probably the worst 5 star hotel in the world half way up! our reward, a fun packed day in Morocco "You had your chance"

Our second challenge in 2012 was to walk the 48.1 mile circumference of Jersey, again being a challenge this was completed in less than 14.5 hours. After an early 3am start some worse for wear with not much sleep, we all powered through for a good cause. Since 2010 we have raised over £4500 for the MK Sports and Educational Trust and £3000 for Breakthrough Breast Cancer.

What's next for the team and what can I take part in, planned so far:-

- Canoeing Coast to Coast across Scotland
- Milton Keynes Marathon
- Crossing Devon Cost to Coast on an Eliptigo (a sort of cross trainer on wheels!)

A career in recruitment won't suit everyone. It can be highly pressured and sometimes the hours can be unsociable - particularly if you need to interview candidates out of hours. However it has given me high earning potential and the satisfaction of helping others to build a career. Fancy being a recruitment consultant for Aaron Wallis?



Minimum Experience Required

Senior Consultant/Managing Consultant (Team Leader): To join as a Senior Recruitment Consultant, or Managing Consultant (if you want to manage staff - not a prerequisite!) you will be a sales led recruiter that is able to bring new skills and strengths to the team. You will be capable of quickly generating revenue and will be responsible for a pod specialising in a niche sector. Your basic salary will be £28K to £35K with the potential to realistically earn £55K in your first year.

Recruitment Consultant: To join as a Recruitment Consultant you will have previous recruitment experience or experience as an internal recruiter or worked in a recruitment aligned role, for instance two of our existing team were in recruitment for the armed forces. It is the aim to become a Senior Recruiter, responsible for two or three consultants in a pod, within 2 years. Your basic salary will be £22K to £28K with the potential to realistically earn £40K in your first year.

Trainee Recruitment Consultant: To join as a Trainee Recruitment Consultant you will be of graduate calibre with some exposure to sales. For instance one of our team was a graduate that worked their summers in a 'door-to-door' sales role and is subsequently utterly fearless of rejection! After four months of consistently meeting performance indicators you will progress to a Recruitment Consultant. Your basic salary will be £16K to £22K with the potential to realistically earn £30K in your first year.

The Recruitment Process at Aaron Wallis

At Aaron Wallis we believe that teamwork and low staff attrition are key to running a successful business. Therefore we take our recruitment and selection policy very serious. We follow the following process and so far it seems to have worked!

Step One: Complete the application form (or an emailed application with CV) explaining your reasons for wanting to work for Aaron Wallis and why you feel you demonstrate the right attributes to become a successful member of our team.

Step Two: An informal meeting with one of our founding directors, an opportunity for you to ask lots of questions and expect very honest answers!! This meeting will also focus on your experience, suitability, personality and team fit.

Step Three: You will be asked to complete an online personality psychometric questionnaire together with an online ability test. You will complete these at home.

Step Four: Finally, a structured competency based interview with both Darren Dewrance and Rob Scott, both founders of the business and generally good guys! At this stage you will have the opportunity for a 1-2-1 interview with another consultant to ask candid questions.

Step Five: Meet the team.

Although this may seem comprehensive the process typically takes no longer than five working days in total. For those brave enough we look forward to hearing from you!!

Job Responsibilities, Skills and Competencies Required

Current Responsibilities in Order of Priority

TASK	DESCRIPTION
New Business Development	Using a whole variety of means to generate new clients including working through our own database. Introducing candidates to potential clients and introducing our service to companies that are hiring sales staff. Taking job specifications and fully understanding client requirements.
Managing the entire recruitment process	Full management of the recruitment cycle from taking the job specification to the candidates starting employment with our client. A consultant at Aaron Wallis is a 'full circle' recruiter with responsibility for all of the steps along the recruitment process.
Account Management	Looking after our existing clients to ensure our high levels of repeat business continues. Providing terrific regular contact with purpose, i.e. information, news
Client Meetings	Meeting clients and target clients to fully understand their needs. Gaining agreement to terms and establishing credibility and a business partnership.
Database Management and Searching	Managing our own internal recruitment system and taking ownership for ensuring it is clean, relevant, easy to use. Inputting candidate details. Searching databases to source top sales talent. Using our own database and various CV databases that we subscribe to. We have access to over 8 million CV's. Searching for candidates is a reasonably easy skill to acquire but is quite laborious and can be time consuming.
Telephone Interviewing/Qualifying and screening. Customer Service Calls	Contacting candidates about our client's jobs, telephone interviewing against required skills and competencies. Filtering and screening accordingly, gauging interest and gaining candidates approval to be considered for the role. The role also includes regularly updating candidates. Entering candidate details and skills onto our databases
Interviewing Candidates	Interviewing candidates face-to-face to assess suitability to our client's vacancies. Formally registering candidates through our 45 minute competency interview registration process gaining the information required for any consultant to actively market the candidate.
Following company systems and processes	Company credit checks, sending terms, sending promotional literature, ensuring all activity is entered onto our recruitment system. General administrative duties. Working to proven methodologies and key performance indicators to ensure that you are as successful as possible.
Advert Writing and posting	Writing attractive and effective adverts for our website and the various job boards that we subscribe to. Posting the adverts via our multi-posting tool. Tracking response and return on advertising investment.
Dealing with advert response	Managing candidate response effectively and professionally
Selling candidates into clients	Discussing a candidate's skills and suitability to our employer clients
Candidate Profiling, psychometric testing and skills testing	Administering psychometric and skills tests. In time you will be expected to become BPS Level A or Level B qualified so that you can interpret the results and communicate to candidates and clients.
Market Research and Data cleansing	Ensuring our recruitment CRM system is up to date by making market research calls
Client research	Identifying potential clients to targets, researching key decision makers and making market research calls.
Marketing and Co-ordinating mail shots	Undertaking marketing initiatives to increase Business Development. Targeted email shots and traditional mail shots for client and candidate acquisition. Role responsibilities include both follow up calls and customer service calls.
Incoming sales	Taking job specifications and client requirements
Managing a series of interviews	Facilitating client interviews taking place on our premises. Managing the expectations of clients and candidates ensuring a win-win outcome.
Social Media Marketing	Submitting PR articles to the press and article sites. Writing a blog article at least once a month. Involvement in Twitter, Facebook and LinkedIn
Facilitating assessment centres	either as an observer or facilitator helping to run (or, in time, running) an assessment centre on behalf of our clients.



Required Skills and Attributes (in no particular order)

Administration	Systems oriented, follows processes, looks to make processes more efficient. Adhering to required legislation and regulations
Articulate	Able to deal with and handle complex objections and maintain composure and credibility. Good questioning skills, ability to build rapport at all levels, particularly at senior levels
Challenging	Doesn't settle with the status quo or mediocrity and is always looking to improve systems and processes.
Confident	Engaging personality that can establish and build rapport. Has the confidence to pitch opportunities to candidates, interview and qualify candidates, take a job specification from a client, take client and candidate post-interview feedback, etc.
Credible	Possessing the gravitas to build business relationships across all levels. As a person you will be a credible and highly likeable sales professional that is driven, knowledgeable, willing to learn and well presented.
Focused	The kind of person that has purpose in their life, has direction, has goals and knows what they want and why they want it.
Forthright	Unafraid to contribute to company direction. Willing to make their views and thoughts known. Frank and open.
Good English and Creative Writing skills	Solid Spelling and Grammar. Ability to creatively write adverts, bogs, web content, new articles, etc.
Inquisitive	Must enjoy learning new skills, new industry sectors. An individual that naturally wants to increase their knowledge and expertise.
IT Literate	Above average knowledge of MS Word, MS Excel and MS PowerPoint. Ability and keenness to learn new systems.
Lateral Thinking	Ability to approach a specification from various angles to source suitable applicants. Enjoys providing solutions
Organised	Well planned and project management approach to getting a job done. Good time management and possessing the ability to work several projects simultaneously
Positive	Taking the knocks with a smile and always striving to be the positive and personable. Recruitment is often a 'thankless task' but you must be continuously positive to succeed.
Proactive	Will take ownership and provide solutions with a 'can do' attitude.
Reliable	A conscientious person that can be depended upon to get a good job done.
Resilient	Recruitment can be tough. Being able to 'take the knocks' and 'bounce back'. Taking responsibility and accountability. Learning from mistakes. Many would describe their first year in recruitment as a 'rollercoaster of emotions'
Sales Competent	You will quite simply be the best and most competitive sales professional that you know. Always willing to learn new skills and looking to develop. Realising that sales is a skill that is always changing and keeping up with new methodologies. The kind of person that has paid to develop their own skills, i.e. purchased and read books on sales, attended conferences and sales seminars, booked themselves on sales training courses out of their own pocket.
Sales Resilient	The kind of person that doesn't have 'bad days'. Always looking to improve and succeed. Willing to take rejection and keep going. Possessing a cheery 'winning attitude'.
Stable	Stable career history and persona. Looking for a long-term career role. This role offers great room for movement and the opportunity for you to make your mark within a rapidly advancing and fast changing sector.
Team-player	Will work with others for the good of the company. Will willingly help and support others.
Willingness to undertake repetitive tasks	Such as advert writing, advert posting, data cleansing, searching databases and sourcing candidates



How to Apply

Send your CV (or bullet pointed career overview) with an email briefly detailing why you would like to join Aaron Wallis. Please send to join@aaronwallis.co.uk. Your application will be managed in strict confidence so detail if you would like to be contacted on a particular number, out of hours, etc.

Alternatively please complete the following application form:

Application Form

To complete an online application form please follow the link:

<http://www.aaronwallis.co.uk/aaron-wallis-application-form.aspx>

Thank you for your interest in joining Aaron Wallis and we shall look forward to reverting to you within 5 days.

Executive Overview

Established in 2007 Aaron Wallis Recruitment and Training Limited (Aaron Wallis) is an executive recruitment firm that specializes in sales and marketing recruitment. Registered in England No. 6356563.

Aaron Wallis principally serves England with branch presence in Milton Keynes, Leeds, Bristol and London.

Aaron Wallis' enjoys good client relationships and its predicted sales growth is aggressive. This business growth will be growth through superior service, persistence, innovation, dynamism and sheer hard work, grit and commitment.

Head Office

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