



<https://franklinsmith.com.au/job-board/recruitment-consultant/>

Recruitment Consultant

Description About the role

Due to extensive growth experienced, Franklin Smith is looking for a highly motivated and experienced Recruitment Consultant to join our team.

As a Recruitment Consultant you will be responsible for identifying and attracting talented professionals for various roles within the construction industry.

At times you may be required to liaise with client companies and their associated contacts. This will involve building relationships in order to gain a better understanding of their recruitment needs and requirements.

You will provide a vital link between clients and candidates. The role is demanding and diverse, challenging and rewarding

Hiring organization
Franklin Smith Australia

Employment Type
Full-time

Duration of employment
ASAP

Industry
Construction

Job Location
Gold Coast

Date posted
February 6, 2024

Company Description

- Franklin Smith is focused on providing bespoke recruitment and employment solutions to both employers and candidates
- With offices in Brisbane, Sydney, Auckland, Wellington and Christchurch, living up to their core values – Transparency, accountability, and reliability
- Be part of a collaborative team that focuses on creating new ways to do business as opposed to enforcing out-dated and tired recruitment practices.

Work Environment

- Inspiring people and influencing positive social change runs in our blood. We are proud to boast the best of the best recruitment consultants the industry has to offer. Working at Franklin Smith makes you part of a collaborative, entrepreneurial environment designed to see you enhance your career and optimise your potential.

Responsibilities

- Using sales, business development, marketing techniques and networking in order to attract business from client companies;
- Visiting clients to build and develop relationships;

- Developing a good understanding of client companies, their industry, what they do and their work culture and environment;
- Advertising vacancies by drafting and placing adverts in a wide range of media, for example newspapers, websites, magazines;
- Using social media to advertise positions, attract candidates and build relationships with candidates and employers;
- Headhunting – identifying and approaching suitable candidates who may already be in work;
- Using candidate databases to match the right person to the client's vacancy
- Receiving and reviewing applications, managing interviews and tests and creating a shortlist of candidates for the client
- Conducting references, background checks and checking the suitability of applicants before submitting their details to clients;
- Briefing the candidate about the responsibilities, salary and benefits of the job in question;
- Preparing CVs and correspondence to forward to clients in respect of suitable applicants;
- Organising interviews for candidates as requested by the client;
- Informing candidates about the results of their interviews;
- Negotiating pay and salary rates and finalising arrangements between client and candidates;
- Offering advice to both clients and candidates on pay rates, training and career progression;
- Working towards and exceeding targets that may relate to the number of candidates placed, a value to be billed to clients or business leads generated;
- Reviewing recruitment policies to ensure effectiveness of selection techniques and recruitment programmes.

Qualifications

- A minimum of 2+ Years Recruitment
- Good understanding of the construction industry and the types of roles that exist within it.
- Experience in using Bullhorn CRM system.
- Strong CRM and Business Development Management background or other cloud based software
- Excellent communication and persuasion skills, and be able to create effective marketing campaigns to attract potential candidates.
- A strong network of contacts within Building, Construction, Finance or Legal within Australia or New Zealand.
- Highly IT Literate with excellent written communication skills

Job Benefits

- The company offers a generous base salary and fantastic bonus structure, ongoing training and development opportunities, and a supportive and dynamic team environment.

Contacts

To apply for this role, send an updated CV via the apply now link or contact **Tommy Pastura** on **0451417075** or via email; tommy@franklinsmith.com.au.