

## **JOB SPECIFICATION: TRAINEE CONSULTANT**

### **ABOUT THE OHO GROUP:**

The Oho Group is an established and respected consultancy that offers a range of specialist services to a broad spectrum of clients and candidates within the IT, Electronic Engineering, Finance and Consultancy sectors.

At the Oho Group we pride ourselves on the high calibre and honest nature of our consultants and set high standards for each one to aspire to. Our Consultant selection process is a difficult one and ensures that we only work with the brightest and most committed individuals.

As a company we are proud of the individuals that we take on. We operate an organic growth structure that has seen all of our senior level consultants undergo the same quality training (OCTP) that guarantees that the culture, commitment and ability of consultants within the company is consistent and professional. It also ensures that progression is rapid for those that are consistently performing well.

While we set a high bar with regard to ability, we also place a strong emphasis on team fit too. We employ friendly, out-going and ambitious candidates that can bring a sense of enjoyment and fun to the workplace to match their hard work and dedication.

### **THE ROLE:**

The role of trainee consultant is varied and demanding that provides a strong basis for a long-term career as a recruitment consultant. Before qualifying as an Oho Consultant each team member is put through a comprehensive training scheme (Oho Consultancy Training Programme – OCTP) that balances their skills around the key areas of technical understanding, development of market intelligence and advanced customer service.

The role includes training and understanding in the following areas:

- Business-to-Business Sales and Client Management
- Headhunting and the concept of Search
  - The full recruitment lifecycle
- Advertising and Role Marketing
- Business Focussed Networking
- Candidate Resourcing Methods
- Analytical Methods

### **THE CANDIDATE:**

We are currently looking for bright, enthusiastic and motivated individuals to join our trainee consultancy programme and help build upon our successful team of specialist consultants. A successful candidate will be proficient in the following areas:

- Educated to degree level, holding a 2:1 or above in any discipline

- Excellent Communication Skills
- Ambitious, motivated and have examples of when they have worked hard
- A track record of success and high achievement
- Sociable and Out-going personality
- The ability to work in a team and as an individual

#### WHAT WE OFFER TO OUR EMPLOYEES:

We look for exceptional graduates, so in return we are prepared to offer them some fantastic incentives to join our company.

**RAPID CAREER PROGRESSION:** Due to our organic growth structure and fast paced expansion, the Oho Group can offer a truly meritocratic environment in which graduates have reached Senior Consultant level within a year of joining the company and up to Team Lead level in just 2 years.

**EXCELLENT COMMISSION STRUCTURE AND EARNING POTENTIAL:** Due to a highly competitive commission structure, our consultants have been able to earn in excess of £60k within their first year rising to £80k+ in year two.

**REGULAR ADDITIONAL BONUSES:** The Oho Group appreciates and rewards success. On top of the first-rate commission structure there are often regular bonuses for individual and team successes. Previous bonuses have included: Tailor-Made Suits, Designer Watches, Holidays to New York, European City Breaks, Team Go-Karting events, Cash bonuses etc.

**COMPREHENSIVE TRAINING AND PROFESSIONAL DEVELOPMENT:** We are able to offer a bespoke training package (OCTP) to all of our consultants that ensures their skills are kept up to date and they have the relevant tools at their disposal to become a market leading recruitment consultant. In addition, the opportunity to develop through external (professionally accredited) training courses is always on offer and encouraged.



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