

# oho<sup>®</sup>

Join  
the  
oho  
tribe





# How we are different

Looking for the next step in  
your career as a technical  
recruiter?

Find out what Oho can offer you as  
your employer, from one of the UK's  
best commission structures in the  
market, company and team holidays,  
cash bonuses and our bespoke  
training and development  
programme.

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# Staff testimonials

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**Rebecca Fowler**

Senior Consultant

I have been with Oho since graduating from university, with the great training structure and support, I have been able to progress super quickly and have already achieved 2 promotions to consultant and Senior Consultant, and now building a team of my own! I had the chance to work closely with multiple clients from a very early stage, giving me responsibility and ownership of my future development. Oho has a huge focus on well-being and staying active, which in turn I saw massively improve myself both personally and my productivity in the workplace. But overall, the best thing about Oho is the people. Everyone is so supportive and committed to helping you achieve your best! I can definitely see myself progressing to have a great career in recruitment here at Oho!



**Euan Dickson-Earle**

Team Manager

After I graduated from university I joined the Oho Group and I have been here for over 3 years now. I was extremely impressed with the team that had been built and it was an exciting prospect for me to be part of such a high performing and like-minded group of people. In addition, the progression and professional development has been second to none and I now have the pleasure to lead a team of 6. Lastly, I feel like I'm sharing success with some of my best friends which is what I think really makes us stand out, as well as making memories on the trips abroad!



**George Tuckwell**

Managing Consultant

I joined the Oho Group right after graduating from University in 2020. I couldn't have asked for a better start to my career, where I am working with some of the best people and garnering a large amount of responsibility in such a short amount of time. Oho has allowed me to achieve so many of my goals. Their training structure is set up for you to develop the best way for you and when you partner that with a lucrative commission structure there is some real money to be made. Overall, it has been great with Oho and I am looking forward to seeing what's next for us!



**Alex Ford**

Head of US – Austin

I joined Oho straight from Uni in 2016 and the one thing that stands out is the commitment to training for every member of the business, regardless of their seniority. We have a great training scheme for Graduates but I, as Head of US, also have leadership and management training both internally and from industry leaders. In addition, the progression is very meritocratic with promotion criteria laid out clearly where everyone is working towards their next goal. Our commission scheme is great too and we have lots of incentives from monthly competitions to quarterly Lunch Clubs to Paris, and of course the yearly trip to Vegas/Barbados.

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# Our Perks

At the Oho Group we're just as passionate about the careers of our consultants as we are about our candidates.

The key to our success is the people working here and we are proud of the individuals that we take on. In return, you'll get access to rapid career progression, competitive earning potential, and a range of amazing perks and benefits, all in an exciting and collaborative office environment.

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# Take a look at some of the **perks** we offer our Oho-ers

## **Schemes and Benefits:**

- Uncapped commission structure
- Earn up to 40% of what you bill
- Cycle to Work Scheme
- Travel card loan
- Individual bonuses

## **Great Incentives:**

At Oho we work hard – and get well rewarded for it. We run some pretty awesome incentives to make sure our consultants get rewarded for the work they put in.

Our incentives includes:

- Cash bonuses
- All expenses paid holidays
- Nights out with the team
- Dinner parties at Michelin star restaurants
- Team activities such as Crystal Maze,
- Escape Rooms and VR arcade

## **Learning & Development :**

We want you to achieve all of your career aspirations with us, and we'll do everything we can to help you along the way. That's why we have a tailored extensive training scheme in place for all new employees.

Our training scheme includes:

- Structured trainee programme, milestones and support
- Clear career progression and promotion criteria
- External training programmes from industry experts
- Opportunities to attend industry events

## **Team & Company Holidays:**

We're passionate about strengthening the bonds of our team, which is why we put targets in place for team breaks and holidays every quarter. Dubrovnik, Lanzarote, Porto, Malta, Lyon, Prague and Las Vegas are just a few of the many places we have been to.

## **Other good stuff:**

- Quarterly Lunch Clubs
- Additional holiday entitlement after only one year
- Early finish Fridays
- Friday beers
- Perkbox
- Casual dress code
- Modern and vibrant office

# Join our Perm Team

We make sure our consultants get well rewarded for the work they put in. Our Perm Commission Scheme is competitive and rewards peak performance, and it has been recognised as one of the top commission structures in the industry.



# Join our Contract Team

Our Contract Commission Scheme reflects the quick turnover in contract recruitment, with the opportunity of earning some serious commission. The scheme is based on Variable Rate Commission, dependent on monthly invoiced placement fees. For example it may look like this:

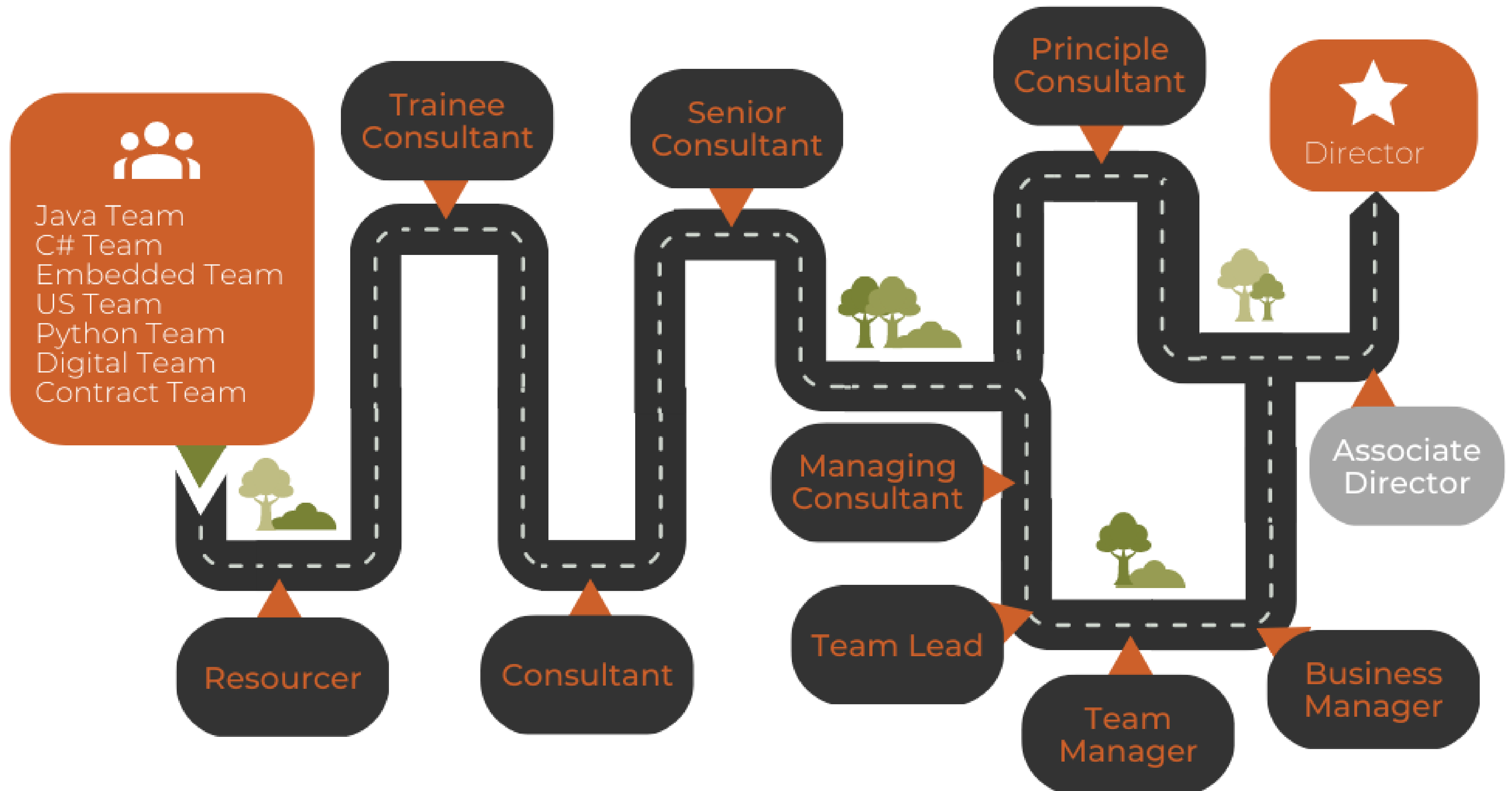
Monthly Invoiced	Commission Rate
£0-£5,000	7%
£5,000-£9,999	17%
£10,000-£19,999	22%
£20,000-£30,000	27%
£30000+	35%

We always knew we had a really great scheme, in fact The Oho Commission Scheme has been celebrated as one of the best schemes in the industry!



The Best  
Commission  
Structure in  
Recruitment

# Your Career Roadmap





# Join the Oho Tribe

Ready to start your career in recruitment or sharpen your already excellent skills?

We're a growing business which means we're always on the lookout for more fresh talent. Contact us today for an informal chat to find out what the next step is to joining the Oho tribe.

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