

# Initiate Technology Sales Recruitment Work for us

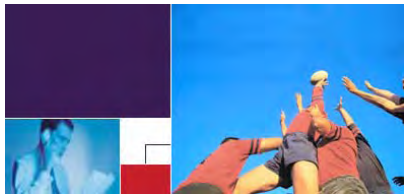


September 2006

## Kick start your career by joining the Initiate Team No previous experience required! All that counts is your attitude and eagerness to join one of the UK's most successful recruitment teams

If you are bright, ambitious, hard working, dedicated and a good communicator; Initiate is offering you a unique apprenticeship program to become a Recruitment Consultant. Join our fun and lively team. The world of Sales and Recruitment isn't all grey dull suits. We are the proof!

### Why choose Initiate?



Initiate offers the best salary package on the market for its employees with the possibility of acquiring equity in the business. We are highly regarded and respected as one of the best recruitment consultancies in our field. We have developed and nurtured professional relationships with both our candidates and clients over the years.

Initiate is a consultancy, this means that: Candidates searching new jobs are offered careers advice and are placed in companies that will enable them to fulfill their long term goals. Initiate's knowledge of the technology sales sector is second to none; our companies (clients) rely on our expertise to maximize their efficiency by providing them with solutions.

This could be a person or team to drive their sales and revenue forward or a new sales strategy.

***"At Initiate I have experienced what I consider the best career development opportunities in recruitment. The culture is well balanced, the training is excellent and I am still discovering something new every day." Stuart, Consultant***

Our candidates and clients are respected equally. Our clients are long-standing and loyal, and many relying exclusively on us to provide them with the best sales people in the industry. We have provided whole sales teams to ailing companies which have turned their problems around. Initiate's clients are mostly listed in the Tech Track 100 meaning they are the countries most profitable technology organizations and are highly desirable to our candidates.

We have a Fast-Track desk which deals exclusively with the country's 100 fastest growing technology companies and offer excellent career potential for the candidates we place with them. Over the years candidate placed in companies have developed into decision makers and therefore are loyal to Initiate for their recruitment needs.

Initiate prides itself in cultivating an effective happy team, with all employees thriving individually. There is not a stringent office hierarchy, we all respect one another but everyone including the managing directors are

available and have time for everybody. Our rate of employee retention is second to none. Although consultants work on separate pipelines they inter-network and support one and other.

## Initiate's Future



Initiate is a rapidly growing business, the head office is based in London Bridge. Over the next five years we will open a network of offices across the UK to cement our position as the UK's leading technology sales recruiter.

Demand for our services is constantly increasing and due to this new consultants and resourcers need to be brought on board. Initiate is looking for new talent to bring into our team. Class, race, experience and qualifications are irrelevant all that is required is a hunger and ambition to learn with scope to grow into highly professional Initiate recruitment consultant.

Many graduates leave university and are not sure of the best next step to take; Initiate offers a solution that might not at first spring to mind. There is a real opportunity at Initiate to build a highly successful and lucrative career in recruitment consultancy.

## Your progression

**Tom Richardson joined the Initiate team in the summer of 2005 as a Resourcer. Within six months he had progressed to become a Recruitment Consultant and had just taken on an Intern, so now he is managing and training others.**

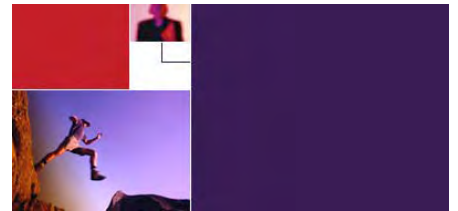
You will be joining a team of ten based in London Bridge. For the first 4-6 weeks you will be taught about:

The Technology marketplace  
How to find a good candidate  
How to effectively interview and screen the candidates  
How to pitch for new clients  
How make a successful placement

### Training

You will be given individual training. Your skills will be honed. You will be valued appreciated and respected.. Once you have been trained you will become a resourcer exclusively sourcing candidates for the consultants. Your training will continue and you will become a consultant yourself within 6 months. You will eventually be training others to follow in your footsteps.

## Career Development



***'I chose to work at Initiate because it was a fantastic opportunity to work with a successful company that is on the up. The people are great, I can't fault it.'***  
**Eric, Consultant**

Day to day running of the office: Everyone begins their day at 8:30 am. The office is in teams divided by the type of technology companies they work with, and each morning we meet and discuss the aims of the day. At 9 am everyone hits the phone talking to candidates and clients. During the day candidate interviews occur in the offices and we go to meet with old and new clients who require our services. Shop shuts at 6:30pm apart from Fridays where we break off an hour early for an early doors drink! Every 3 months the whole team goes on a day out, in the past we have go-carting and paint balling for instance. Each week there is a prize for who has gathered the most referrals.

***"I was very impressed with the service, my consultant had a very positive and reassuring attitude, and I walked out of the office feeling much confidence that I will be matched with a job/career better suited to my needs. Not like typical agencies and will definitely recommend service to my friends. Other agencies seem that they don't really care, but when I came down I felt that you guys did, giving me tips on CVs and interviews."***

## **History**

Initiate was founded in 2000 by a management team that had previously ran and outsourced sales teams on behalf of telecommunications companies such as CWC, MCI Worldcom and Touchbase. We work with market leaders and our reputation is second to none. This specialized knowledge of how to build and maintain successful sales teams and knowledge of the technology market place that allow Initiate to recruit so effectively now, cultivating long-standing relationships with our clients. We understand our client's needs, providing a consultative service, minimizing their time and effort when it comes to improving their sales teams.

When a client comes to Initiate with a problem they trust that an effective solution will be delivered, often it is not simply providing them with new sales people but also with new ideas.

Initiate not only relies on its reputation to keep its position as the UK's leading technology sales recruiter, but we ensure that if a client is unhappy with a placement or indeed if the candidate wants to leave within 3 months of starting a job, a full refund of our fee is offered or a new candidate found.

## **Sector Expertise**

- Internet Service Providers
- Telecommunications
- Mobile
- IT Security
- Software
- IT Security

## **Why do clients choose Initiate?**

- We only recruit sales people
- We only work in the technology sector
- We have developed a rigorous selection process - we won't send you the wrong candidates
- We verbal reference all the candidates we present for interview
- We offer an unconditional three-month refund guarantee should things not work out as planned.

***"The company guaranteed a job within three interviews and it happened. Very professional and polite. I was blown away by the service! I would recommend the company to anyone."***

## **Why do candidates choose Initiate?**

- Initiate sources candidates through headhunting, keeping a database of sales talent all of whom are in regular touch with the consultants and responding to CVs posed on line
- Initiate's solid understanding of the market enables us to deliver highly professional consultative service
- Initiate meet all their candidates and develop a professional relationship with them
- The consultants establish the candidate's career desires and needs so as to place them in a company where they will flourish and fulfill their potential
- The Initiate team are driven, fun people
- Initiate's clients are market leaders and offer very attractive job opportunities for our candidates

***"Initiate are a trusted partner of Alternative Networks in providing us with well vetted, high-calibre applicants who understand our business. I have every confidence in their ability to find us the best sales and account management candidates and wish them every success in the future."***  
Charlotte Kenyon - HR Manager