



Associate Consultant

Stanbrook: Who are we?

Based moments from Waterloo Station, we are a specialised recruitment firm covering three core disciplines. We're small enough to see your contribution make a visible impact on the success and growth of the business, yet our client base rivals some of our much larger competitors.

We believe success takes the form of delivering exceptional levels of service for our clients and candidates. This will always come first, above and beyond generic KPIs and box ticking. Our work environment is supportive, dynamic and collaborative, where you have complete sight of your own progression path and goals.

Recognising personal contribution within our workforce is vital. Our compensation package is at the heart of rewarding our employees for their efforts. It's simple and transparent, designed to attract and retain the best talent in the recruitment industry. Fee-earners have complete visibility over their earning potential and commission, ensuring fairness across the business.

What do we do?



Systematic Trading – Working with some of the brightest minds in the world, our systematic trading desk is an incredible insight into a world you probably didn't know existed. Partnering with hedge funds and proprietary trading houses, you'll work with clients all around the globe.



Commodities and Energy – With over a decade's worth of client relationships, the C&E team place a number of front and middle office roles in some of the most renowned trading houses across Europe. You'll learn about global oil, power and metals markets and become a known face of the industry.



Financial Services – FinTechs, Banks and Consultancies are the main client base for the FS team. Covering Risk and Audit, you'll work with industry leaders and be a true recruitment partner to some of the most respected advisory firms in the world.



Stanbrook

Your role:

Upon joining one of our three teams, you will learn how to become a successful 360 Recruiter. Key responsibilities in your first six months will include:

- **A crash-course on your market:** You'll be given the time and resources to learn about what you're recruiting for. We won't throw you in at the deep end.
- **Sourcing candidates:** You will utilise platforms such as LinkedIn and Sourcebreaker, as well as picking up the phone for a more direct headhunt approach.
- **Conducting candidate interviews:** We will teach you how to engage with potential candidates and determine suitability for our clients.
- **Prepare candidate submissions:** Learn how to create a great candidate profile, so that every submission is a strong representation of both the candidate and Stanbrook.
- **Assist candidates with interview preparation:** Help ensure every candidate is fully prepared for each interview.
- **Map markets:** You'll be an investigative researcher, identifying opportunities and assisting in new client pitches.

About you:

- **Strong written and oral communication skills:** If you're a 'people person' and like to chat, then we want to hear from you.
- **High level of organisation and attention to detail:** We want everyone to take pride in their work, and you must be able to juggle multiple projects every day.
- **Self-motivated:** To succeed in recruitment, it's important to identify your goals and be able to drive your own career forward.
- **Team player:** Yes, we're a competitive bunch. However, the success of the business and everyone in it comes before our own egos.
- **Customer friendly:** Some kind of customer-facing work experience would be an advantage.

What you get in return:

- A great commission structure: It's completely transparent and the same for every fee earner.
- A frequently updated, personalised development plan for your progression, with specified goals and rewards.
- 22 days holiday, with an extra day for every year spent with Stanbrook (up to 27 days).
- Regular team activities including lunches, events and incentive trips abroad.
- Competitions, with prizes ranging from duvet days to flights for two.
- A fully serviced office, just an 8 minute walk from Waterloo Station.
- A culture to be proud of. The team is a real mixture of personalities, so whether you're a runner, reader, partygoer (or, whatever your interests may be!), you'll always feel included.
- Internal and external training. Whilst we'll teach you on-the-job, we also understand that training sessions are a great way to immerse yourself in various techniques and methods.