



GROW

MANIFESTO

# OUR MISSION & VISION

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Our Vision is to be an international recruitment partner known for our speed, quality of delivery as a trusted advisor.



Our goal and practice target is £1 million



Our mission is to build an elite team of 360s, specialising in permanent recruitment within specialist technology markets and regions globally. Our consultants will be passionate and experts in their specialised market and region



Our type of business is contingent, exclusive and retained

# REGIONAL EXPANSION

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## REGION TARGETS

DACH | BENELUX | SCANDINAVIA | UK | MENA | USA

## ACTIVE REGIONS

DACH Region

Germany – Hessen, Berlin, Munich, Dortmund, Stuttgart

Switzerland – Geneva, Zurich, Bern, Basel

United Kingdom – ALL MAJOR CITIES, London (core focus)

## TARGET AREAS

Netherlands – Amsterdam, Eindhoven, Rotterdam, Hague

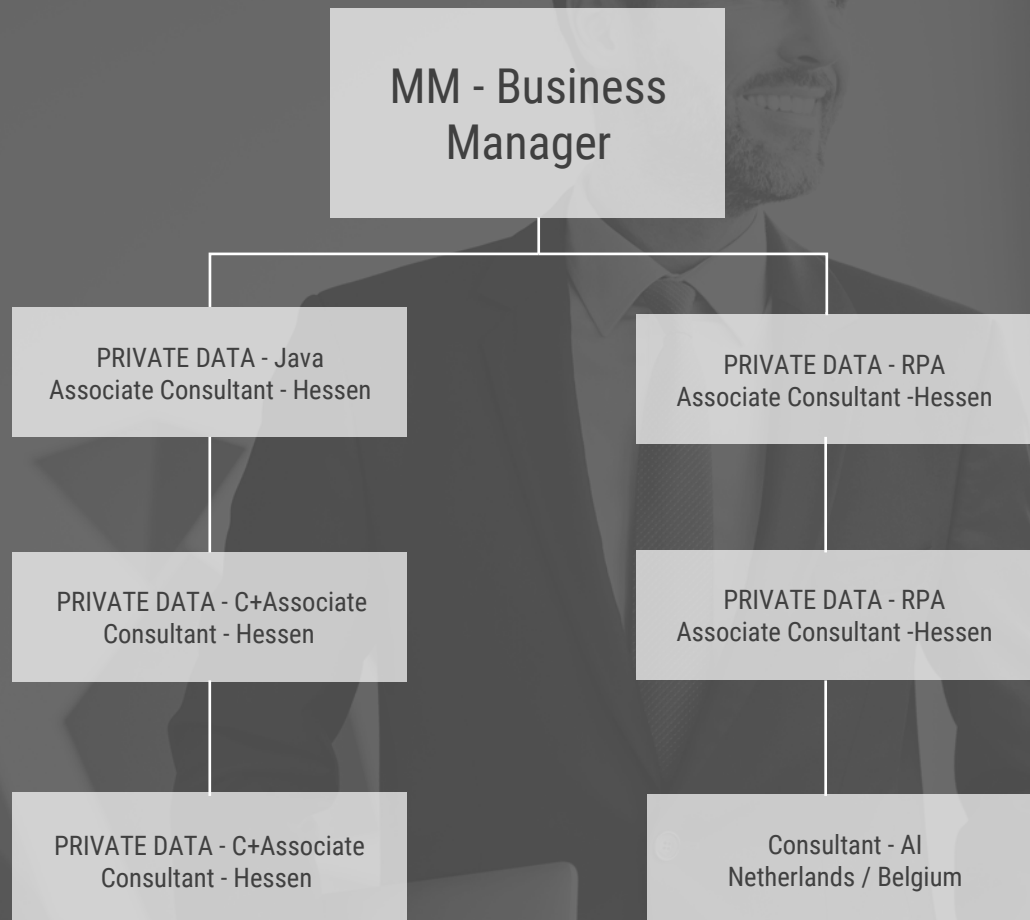
Belgium – Brussels, Ghent, Liege

Austria – Vienna

Denmark



# EXISTING TEAM STRUCTURE & HIRING CHARACTER



Personable, likeable, inquisitive



Collaborative and strong work ethic



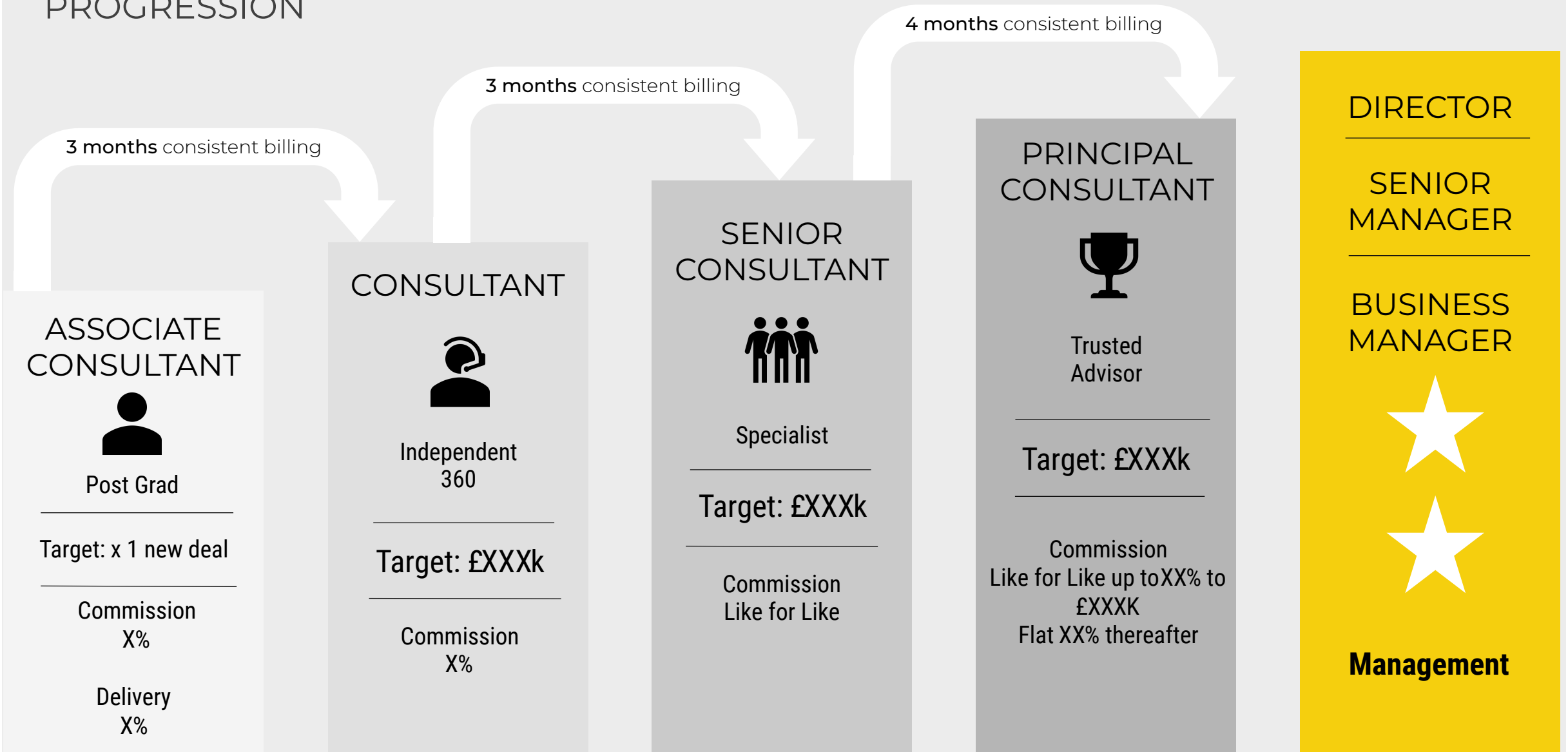
Target driven



Systems focused

# RETENTION STRATEGY

## PROGRESSION



# STRATEGY

At a high level the plan is to pick a wide region with 3 closely related and build.

## HESSEN

## BERLIN

## MUNICH



C# / .NET  
CONSULTANT



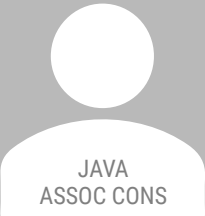
10 X 



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JAVA  
ASSOC CONS



JAVA HIRE 1

10 X 



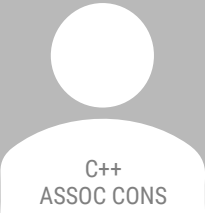
JAVA HIRE 3

10 X 



JAVAHIRE 5

10 X 



C++  
ASSOC CONS



C++ HIRE 2

10 X 



C++ HIRE 4

10 X 



C++ HIRE 6

10 X 

# PROCESS

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## IDENTIFY ALL CROSS-SELL OPPORTUNITIES

Speak to consultants operating in your region and identify roles in your market across all incumbent accounts in your region.

## BUILDING YOUR MARKET - 8.30AM – 2.30 PM

### Lead Generation

Speak to candidates in your discipline to identify Leads

Identify clients which are hiring – via linkedin, job boards, candidates etc

### Expectations

Identify clients hiring in your market

Add minimum of 30 clients daily to CRM

Add minimum of 60 contacts daily to CRM

### Mailshot

Once you have 100 clients on the system – mailshot

Follow up on all emails with introductions via a call.

## DELIVERY – 2.30PM – 6PM

### LinkedIn

Message and connect with 500 + candidates per day

Identify resources in your market and book qualification call with candidates and introduce to respective accounts

### Building your Network

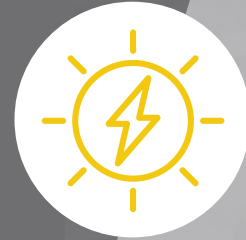
You should build a hotlist of XXXX resources on the CRM with qualified notes

# LEARNING & DEVELOPMENT | CULTURE

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## Learning & development

- desk-based learning
- in-house workshops
- external support (as and when required)
- 2 week exit process



High-energy, hungry for success  
inter team dependencies, events.



Appreciated for Success:  
commission, perks and awards.



ENERGY, ATTITUDE, HARD WORK, ACTIVITY



Slammed for mediocrity: face to face  
confrontations, warnings, missing out.