

eLeMed

WE ARE LOOKING FOR YOU !

CANDIDATE MANAGER

LONDON, UK - WILL CONSIDER REMOTE FOR
HIGHLY EXPERIENCED CONSULTANTS



WHO ARE WE?

At Elemed, we recruit the people that get amazing medical technology to patients all over the world. From life saving products such as artificial hearts to innovative cancer fighting radiotherapy machines, the people we place truly change lives and we are proud to be a part of that.

Our clients range from startup companies of 5 people, to global corporations with locations all over the world. Today, our focus is roles based in the major European markets like Switzerland, France, Germany, NL and our aim is to become the overall EU market leader in medtech talent management.

Elemed is now 5 years old and we are in a seriously exciting time of our journey as we look to scale and grow to meet unprecedented market need.

Our recruiting style is focussed on building and converting long term relationships with our candidates and companies, providing excellent candidate and customer experience and nurturing talent, not only when they are looking for a job but throughout their careers. We do this through our unique community led initiatives like Elemed mentoring academy, our podcast, our exclusive Community group and more.

YOUR MISSION



As candidate manager you will be responsible for creating an exceptional candidate experience with our community. You will be the face of the company towards candidates within your specific market. Your mission will be to build relationships, network and recruit potential candidates within your market for our exclusive open roles.

We strive to be ethical, knowledgeable, and a genuine partner not only to our customers but to our candidates. You will be expected to uphold those values whilst becoming a valued member of our team. This role is targeted, and you are expected to meet those targets.

RECRUITMENT RESPONSIBILITIES

- You will inherit a warm desk and be responsible for nurturing and developing these relationships, with our talent community
- Developing a pipeline of potential candidates who could become clients of the business
- Running search campaigns both online, on the phone, and by using your own creativity to identify candidates within the market
- (Creative) Headhunting and market mapping (figuring out who works where and who knows who) to establish yourself as the “go-to” talent scout in your market
- Keeping a finger on the pulse of Mergers, Acquisitions, and anything that might lead to movement within the market, headhunting and reaching out to candidates to propose them new opportunities
- Any other relevant ad-hoc duties as required by the Director
- Managing contact with candidates; i.e messaging, initial prescreens, through to offer negotiation and start date follow up
- Converting target cold candidates to warm candidates within our community
- Using our customised CRM to manage, update, record and document all conversations, candidate records and actions.
- Providing interview coaching, general career advice and proposing other Elemed solutions such as Elemed Mentoring Academy to our talent pool
- Drive leads into the client facing team through CV profiling, reference checking, candidate interviewing and questioning.
- To uphold the company’s values and service
- CV preparation and own administration

SUCCESS

How is the role measured?



Number of placements

Fees generated in comparison to targets

Ratios (CVs to interviews, interviews to placements etc.)

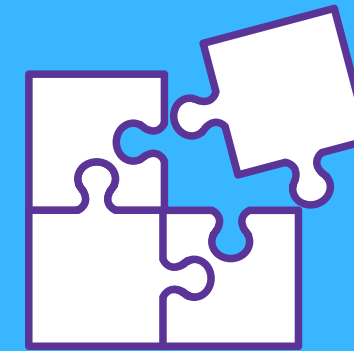


Time to fill

Candidate NPS feedback

Leads generated

WHY JOIN US?



No red tape, no company politics and a fast moving decision making process



Flexibility - we believe in playing to everyone's strengths and shaping the role around your key skills



Minimal admin - we want as much of your time as possible to be focussed on recruiting and relationship building and we have cut away almost all of the admin side of the job (we have a really cool tech stack to facilitate this)



A huge opportunity to fast track your career as the team and company grows



Economic stability - even though we are a small enterprise, we have enough money in the bank to fund our ambitious growth plans.



A chance to really help build something, and have an impact on the future of our business

OUR VALUES



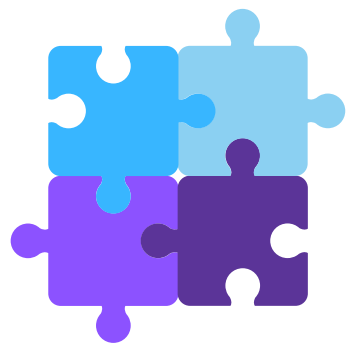
FORWARD THINKING

We do things differently. We find creative and innovative solutions for our community. We lead the way.



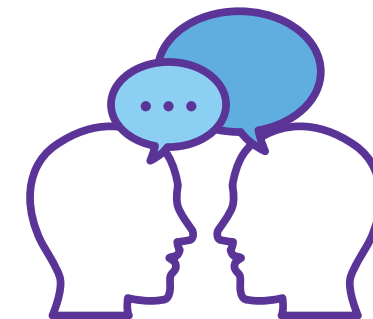
STRIVING FOR EXCELLENCE

We don't settle for average. We work hard to exceed expectations. We are passionate about everything we do.



COLLABORATION

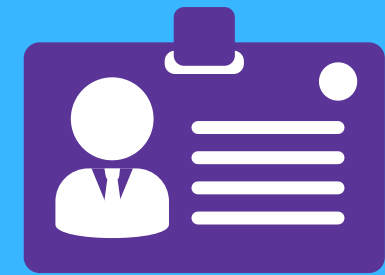
We are a team with a common purpose. We share, we support, we celebrate. Collaboration is the key to our success.



HONESTY

We believe in transparency and two-way communication. Be straightforward, upfront and supportive.

WHAT WE ARE LOOKING FOR?



This role is perfect for someone who loves working with people, building relationships and problem solving. If you love the challenge of finding needles in the haystack and sophisticated searching, but don't want to do "hard sales", we'd love to hear from you.



Honest, upfront and direct communication style



Recruitment experience (agency or internal) in the pharmaceutical, medical device, healthtech, biotech, or other lifescience market.



Consistent placements over minimum of a 1 year period



1.5+ years of experience recruiting in a permanent, candidate short, technical market.



Strong search skills: using LinkedIn recruiter, advanced Boolean search, headhunting, lead generation, CV stripping



Resilient, creative, curious, process driven, and able to build relationships



Experience covering international/european markets



Ideal: you speak a second language



If you think you can bring
any of the above to Elemed
we would LOVE to hear
from you!

Send your CV to **elena@elemed.eu** for a
confidential career discussion.
Good Luck!