

elevMed

WE ARE LOOKING FOR YOU !

TALENT PARTNER

LONDON, UK - WILL CONSIDER REMOTE FOR
HIGHLY EXPERIENCED CONSULTANTS.





WHO ARE WE?

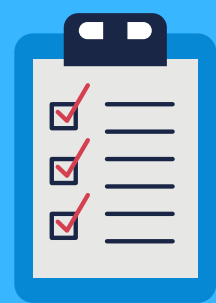
At Elemed, we recruit the people that get amazing medical technology to patients all over the world. From life saving products such as artificial hearts to innovative cancer fighting radiotherapy machines, the people we place truly change lives and we are proud to be a part of that.

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 talent partner (360) you will be responsible for creating an exceptional candidate and customer experience with our community. You will be the face of the company towards candidates and customers within your specific market. Your mission will be to win business, build relationships, network, manage client relationships and recruit potential candidates within your market.

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.



COMPANY FACING RESPONSIBILITIES

- Developing long term relationships and partnerships with clients by building an understanding of their structure, culture, hiring needs and preferences
- Building strong commercial and long-term relationships with clients
- Work collaboratively with other business areas (marketing/delivery) to leverage opportunity and develop joined-up propositions.
- Training new members of the team
- Understanding client requirements at both a strategic and tactical level to offer the best business solutions
- Be the team's role model, leading by example and demonstrating what success in recruitment looks like.
- Leveraging Elemed solutions across all areas of talent management, having responsibility for pitching, winning business, negotiating new contracts and developing custom proposals in order to best serve our clients' needs.
- To achieve personal KPIs and sales targets



CANDIDATE FACING RESPONSIBILITIES

- You will inherit a warm desk and be responsible for nurturing and developing these relationships, with our talent community
- (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
- 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
- CV preparation and own administration
- Any other relevant ad-hoc duties as required by the Director
- Running search campaigns both online, on the phone, and by using your own creativity to identify candidates within the 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
- Providing interview coaching, general career advice and proposing other Elemed solutions such as Elemed Mentoring Academy to our talent pool
- Using our customised CRM to manage, update, record and document all conversations, candidate records and actions.
- Drive leads through CV profiling, reference checking, candidate interviewing and questioning.
- To uphold the company’s values and service

SUCCESS

How is the role measured?



Number of
placements

New
business/development
of existing accounts

Exclusive/retained
business

Fees generated in
comparison to
targets

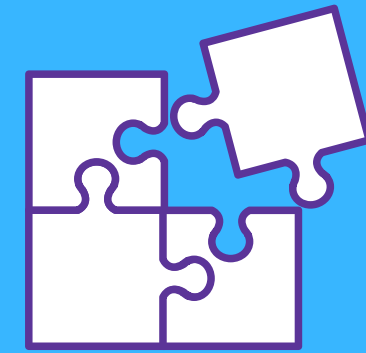
Ratios (CVs to
interviews,
interviews to
placements etc.)

Time to fill

Candidate &
client 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



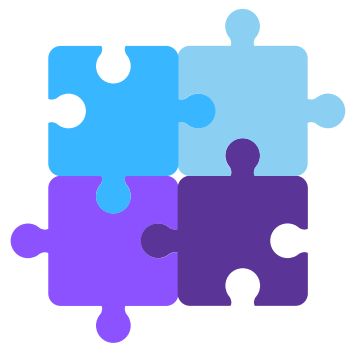
FORWARD THINKING

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



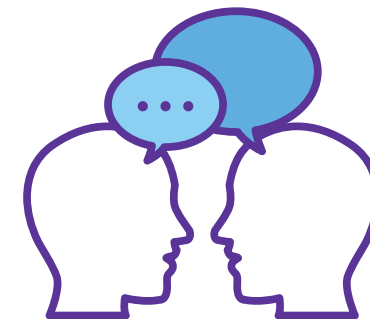
STRIVING FOR EXCELLENCE

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 the essence of a 360 role and keeping multiple plates spinning. You need to be great at working with people, building relationships and problem solving. If you want to move your relationships from just “well known recruiter” to trusted talent adviser and business partner, this is the role for you.


KEY EXPERIENCE



 Honest, upfront and direct communication style


 360 Recruitment experience (agency or internal) in the medical device or diagnostics industry with strong existing relationships


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

 Consistent placements over minimum of a 1 year period


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

 Track record overachieving targets

 Independent, works with urgency, and is a sponge.

 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!