



WE ARE LOOKING FOR YOU!

HEAD OF TEAM

LONDON, UK



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

In this position you will play a central role in our future success. You will be responsible to build a successful recruitment team of high performing consultants, focussing on the Medical Device market across Europe. Whilst remaining responsible for your own personal targets and clients, you will also take increasing responsibility to support the overall strategy, ethos and purpose of the business - in order to help us achieve our long term vision and market expansion plan.






LEADERSHIP RESPONSIBILITIES


- This role will sit on the company's leadership team and be Elemed's overall candidate and customer experience.
- Grow the team by at least 5 people in 2021; screening, hiring, coaching & training
- Designing and monitoring key metrics to ensure team success, productivity and performance excellence.
- Continually seeking and identifying areas for business growth
- Developing accounts and delegating inbound business to members of the team, ensuring a constant flow of high quality opportunities for the recruiting team to work on.
- Leading from the front and demonstrating excellence at all times through best recruitment practices, consistent billings, tight process management and thinking outside the box.
- To ensure implementation of our state of the art recruiting process and to constantly refine it
- To uphold the company's values and service to all external customers, candidates and contacts.
- Any other relevant ad-hoc duties as required by the Director

RECRUITMENT RESPONSIBILITIES


List of responsibilities



You will inherit a warm desk and be responsible for nurturing and developing these relationships, and building out new contacts within existing clients and maximising our reach within these accounts.



Be the team's role model, leading by example and demonstrating what success in recruitment looks like.



Managing parts of the full recruitment process lifecycle to support your team, you will also be expected to do what's necessary to help your team deliver in the most effective way.

WHY JOIN US?



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



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



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



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



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



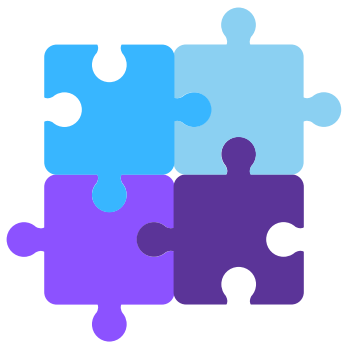
A share in your team's profits and chance to have a stake in the business in the future

OUR VALUES



FORWARD THINKING

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



COLLABORATION

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



STRIVING FOR EXCELLENCE

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



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 is a strong leader, with a desire to upskill experienced consultants and make them better. Someone who still enjoys recruitment processes; working with candidates, building out client relationships and opening new doors for the business.



We believe that less is more and focus our business to working good quality, high commitment roles. We say “no” to some clients and we are looking for someone who believes that recruitment is a partnership with the clients and candidates we support.



KEY EXPERIENCE



Honest, upfront and direct communication style



Ability to manage, motivate, champion performance and get the best out of people



Demonstrated experience of working in a candidate short permanent market with coverage in international/european markets



Ability to hold people accountable with great follow up and follow through



A share in your team's profits and chance to have a stake in the business in the future



Ideal: you speak a second language



Proven 360 recruitment experience in an agency



Minimum education to degree level



Excellent eye for detail. This role is about understanding the data around performance and implementing small changes to have dramatic results

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

Send your CV to **karen@eleméd.eu** for a
confidential career discussion.

Good Luck!



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