



Experienced Tech Recruiters - Birmingham

We're a new tech recruitment startup, founded by three competent tech recruiters. Each of us have had success scaling up a diverse array of world-class technology and product organisations. We've built teams working on cool products such as Driverless Cars; Healthcare AI; cutting edge Financial Trading, E-commerce and Ad Tech platforms.

We're working with technology and product companies to help them build their software engineering and technical teams. We work with some of London's hottest startups and scale-ups. Our tech recruiters shouldn't have to do any business development (in 2019 at least) - we are indexing far more highly for exceptional delivery and candidate experience.

We're now in a position to build the Techruiter team, with offices in London and Birmingham. Birmingham will be led by Richard Gale (ex-Schibsted, Quantcast, Skimlinks, Babylon Health):

<https://www.linkedin.com/in/richgalerecruiter/>

We're planning on hiring a mix of experienced and graduate hires; when hiring experienced tech recruiters into the business, we're looking for the following:

- **Experience of exceptional delivery on difficult / complex requirements**
 - You will have gained this in a recruitment agency or in an internal recruitment role (both would be ideal, though for someone exceptional one or the other will suffice). What we're looking for is the ability to gather requirements perceptively, prioritise effectively, pitch amazingly and delight your clients with exceptional delivery. As an experienced tech recruiter, you should have a reasonably good name in the industry as a result.
- **Reasonable baseline Tech Knowledge (at least!)**
 - We can teach a good amount of tech knowledge to our tech recruiters; but if you've been in this industry for a number of years, you should have a broad understanding of technologies, in areas such as (but not limited to): technology stacks; programming languages and paradigms; database and infrastructure technologies; distributed computing and machine learning. We want (and great engineers expect) more depth and differentiation than simple "keyword matching".
- **Track record of great candidate experience**
 - Technologists hate it when you don't get back to them, or treat them like a commodity. We've recently done research in this area with a survey (ongoing), and the prevailing opinion of the tech recruitment industry is suboptimal, principally because of this. Engineers, Scientists and Product Managers should want to work with you because you represent their interests effectively, and you treat them with the respect they deserve.

We're also looking for:

- **Raw Intellectual Horsepower**
 - Recruitment is fundamentally a puzzle; with lots of moving pieces which tessellate in complex ways. To say that you don't need high levels of general cognitive ability to be a great recruiter is demonstrably false. We need excellent problem solvers, who can weigh up complex competing requirements quickly and accurately.
- **True Intellectual Curiosity in Technology**
 - How can you be a great recruiter in technology, if tech doesn't fire your intellectual curiosity? Recruiters who aren't orientated towards technology don't go out of their way to learn about new techs. We want geeks who get excited by tech megatrends, gadgets, apps, games (or similar).
- **Rigorous Honesty**
 - Recruiters have earned a reputation for playing fast and loose with the truth. Perhaps that's overstated; but nonetheless, if we're going to make a real impact on the industry we need to be rigorously honest recruiters. In reality, this means having the strength of character to tell the truth as completely and articulately as you can manage. Always. In the medium to long term, this is the **only** way to **truly** succeed in tech recruitment.

We're looking for a lot, but we won't lower the bar for short term gain. If you happen to be successful in our process, you can rest assured that your mentor / peer group will have gone through the same rigorous process; you'll get to work with a lot of other smart, honest people. We'll be able to teach you recruitment best practices like no other company in the recruitment industry - as we've all worked in, and led internal recruitment teams in great Technology companies (which is somewhat unique in the industry).

As the bar is so high, we'll be rewarding our Tech Recruiters with the best comp structures. Additionally, we won't be tracking pointless KPIs (we don't care how many minutes you're on the phone), offer flexible working / WFH (within reason!); all we care about is excellent delivery and you delighting your clients.

We are a **strictly** equal opportunities employer; we only discriminate based on competence, potential, and strength of character.

If you're interested in learning more, please email Richard Gale your CV / LinkedIn URL - richard@techruiter.io