



Techruiter Graduate - 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.

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/>

Becoming a tech recruiter is an opportunity to get a great insight into the inner workings of the tech industry.

Your role will involve:

- Working with Engineering and Product Leaders in Technology companies, to help them identify what talent they need to add to their teams, and advise them how we can best help them source this talent.
- Identifying great tech talent (software engineers, data scientists, product managers, etc.) by screening CVs / profiles on a variety of platforms (such as LinkedIn). You will become very highly calibrated to what makes a "great" engineer / scientist / product manager etc.
- Engaging those people through articulate messaging, and then speaking to them in depth about the companies, products and technologies that would be the best match for their skillset / areas of intellectual curiosity.
- Project managing the recruitment process (in consultation with your client), to ensure there are no blockers / operational impediments for them to secure the best tech talent.
- Gaining a deep & broad knowledge of the technology landscape - and using this knowledge to optimally match great companies to great tech professionals
- Involving yourself in the tech community - attending and organising Meetups, Hackathons, Conferences, to fully immerse yourself in the tech world.



What we're looking for:

- **Bachelors or Masters Degree from a selective University / College**
 - STEM disciplines OR methodologically rigorous disciplines preferred.
- **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