

Role: Management Trainee – Leadership Hiring (Recruitment Sales)

About Crescendo Global:

Crescendo Global is an ISO 9001:2015 certified Leadership Hiring arm of Crescendo Group International with expertise in mid-senior level niche recruitment. We specialize across 4 specialist disciplines - Analytics & Digital, Sales & Marketing, Finance & Operations and Human Resources. Crescendo helps its candidates and clients succeed by providing a tailored, consultative approach backed by domain expertise in its specialist industries and an AI driven digital ecosystem.

Our success is attributed not only to the caliber and dedication of our people, but also to partnerships with leading, global recruitment technology providers. Our consultants come from the same operational background in the areas they recruit, thus connect better with candidates and clients. Crescendo offers exciting job opportunities to curious, ambitious and tenacious individuals who are keen to excel in a dynamic and result-based meritocratic work environment.

In line with our commitment, we are offering career opportunities to ambitious and tenacious individuals who are keen to excel in a dynamic and result based meritocratic work environment.



Job Description

Reporting to a **Senior Consultant– Leadership Hiring**, you will be responsible to:

- Generate revenue in your area of specialization in a target driven environment;
- Advertise vacancies by drafting and placing adverts in a wide range of media, for example Talent Network, Social Media website
- Source high- caliber candidates from various digital channels including job advertising, market mapping, headhunting, referral network, Job Portals e
- Organize interviews for candidates as requested by the client;
- Brief the candidate about the responsibilities, salary and benefits of the job in question;
- Manage the recruitment process from interview to offer stage and beyond. That includes sourcing and interviewing candidates, negotiating salary packages and presenting suitable candidates to clients.
- Request references and checking the suitability of applicants before submitting their details to the client
- Receive and reviewing applications, managing interviews and tests and create a shortlist of candidates for the client;
- Use candidate databases to match the right person to the client's vacancy;
- Develop a good understanding of client companies and industries.

The Successful Candidate

Whilst there are NO set-in-stone rules as to who can be successful in our company, generally you'll have an excellent opportunity to succeed if you can answer 'YES' to the following questions:

- Are you able to sell yourself?
- Can you demonstrate first-class communication skills?
- Do you have: entrepreneurial spirit, enthusiasm, drive and determination?
- Are you self-motivated and competitive?

Additionally:

- You have a B.Tech **or B.Com (Mandatory)** and an MBA/Post graduate degree (**Sales/ Marketing/ Finance/ International Business**) You are not shy to pick up the phone and make a warm/cold call to someone to pitch your business. You are proactive, business savvy and suave. Being attentive to detail is a pre-requisite to apply
- You are persistent, resilient, have excellent communication skills, an amicable personality and a hunger to succeed. Bearing in mind that this is a sales-based role you must have the ability to demonstrate excellent communication skills and self-motivation in a client-facing environment.
- You are competitive and appreciate being in a meritocratic culture where the work in years count for more than the years at work.
- You are genuine team player, enthusiastic, dynamic and open-minded.
- We are looking for bright and driven characters with the desire to progress in a B2B commercial environment. Be prepared to work under pressure and be rewarded for performance.

What's on Offer

If you are an individual who is looking to build something extraordinary and have a good drive and self-motivation which is bordering on entrepreneurial; this is the place for you.

- Progressive career
- An absolutely action packed, fun and demanding workplace lets us thrive in a team based environment with passion, fun, pride and team work as our core values.
- We offer you career opportunities to challenge, develop and exceed your aspirations with training and development throughout your career.
- Life is never dull at Crescendo as there is always something to learn, constantly pushing you to develop your skills and take on the next exciting challenge.