



Talent

Client Relationship Career Map

Levels

5

Practice Director

Has a minimal personal target, owns a national vertical, owns a larger P&L, contributes to the strategic direction of the key accounts and has at least 8 staff within the team.

4

Executive Consultant

Higher sales performer, stands alone or with one resource, may be dual desk or generalist. Develops exceptional relationships with key clients.

3

Delivery Manager

Works with a team of delivery consultants and consultants to ensure that multiple accounts reach their fulfilment targets.

Senior Consultant

Experienced consultant who is able to manage a consistent flow of vacancies and candidates with consistent success.

2

Recruitment Consultant

1 – 2 years' experience – 360 sourcing and business development to fulfil vacant positions provided by the client in a chosen vertical.

1

Delivery Consultant

Can independently source candidates and match these to job vacancies accurately. Presents these for shortlist consideration to the RP.

Trainee Recruitment Consultant

Up to 11 months' experience and part of the 26 week Excelsior programme to become a recruitment consultant, supported in learning all aspects of the role.