## What is a recruitment consultant? / What Are the Key Responsibilities of a Recruitment Consultant?

**Recruitment consultants** are responsible for attracting candidates and matching them to temporary or permanent positions with client companies. They work with client companies, building relationships in order to gain a better understanding of their **recruitment** needs and requirements. It is primarily a sales role,

The role of the recruitment consultant is to pair up candidates with positions that need to be filled.

A candidate trusts their consultant to put them forward for roles to which they are well suited. Companies trust their consultant to find the best individuals for the roles they need to fill.

The recruitment consultant is the go-to person for both the candidate and the employer, right up until the candidate is offered the job and begins work with the company.

All communication related to interview dates, salary, employment terms, start date and  the like go through the recruitment consultant.

Why this company?

They are known for many roles, known for most socially engaged staffing agencies, they are also knows for best companies to work for.

Phaidon International is the parent company of five award-winning micro-specialist recruitment brands.

They’ve helped over 2,150 professionals make permanent, interim and fixed-term career moves across 60 countries. Approximately 50% of this talent held a Masters, PhD or above and 90% a Bachelor or above, their average salary being above $USD 100,000 per annum.

What this company can do for you

Time where you dealt with a difficult team member

Situation: Talk about the time where you tried to contact mikulus as he wasn’t coming in as he wasn’t happy with the people who were in the group as he didn’t get to choose his group.

Task: group project for and had assigned all task to the relevant people however when it was time to show and tell he didn’t show up

Action: I held a group meeting with the rest of the colleagues to make a group decision, as I was group leader I had the ultimate decision as to what action would be taken however someone else had a different opinion so we agreed to disagree, which basically was that I alone had a meeting with him as he would only agree to meet me because his initial problem was that he wasn’t getting along with group members. Then we held an informal meeting with everyone there so that we could all communicate with each other.

Result: the result was that mikulus started contributing again and it all worked out and we all agreed that we need to be civil, and that communication and time management are key because as a group leader if I left it too long then the project might not have been completed key

Time where you worked well in a team

Use the STAR TECHNIQUE (SITUATION TASK ACTION RESULT)

Situation: team members thought there ideas weren’t being heard and felt no communication was there.

Task: the task was to make a raspberry pi robot. My job was to write the report, buy the equipment and test it out. Now when something wasn’t working or if I needed help, one skill I used was communication especially with how to go about with this project because it was mainly trial and error, so I had to make sure that although they were my friends I was working with, I had to treat them like professionals and not as my friends. The problem with the technology side of this project was not everybody was happy with the decisions in the group as certain members thought that their ideas weren’t being listened to.

Action: being Co-team leader meant I had to consult with the other team leader with the decisions that were made. I decided to use the technique of conflict management, which is an important team work skill to use to make sure everyone was happy with the team’s choices. I then held a group meeting just to listen and jot down everyone’s ideas to make sure everyone was being heard and their ideas were being taken into consideration.

Result: By listening it showed an important part of communication, by listening to the ideas of you peers it makes you an effective team member. It demonstrates concern, asking question for clarification and using nonverbal cues, this then made my team realise that although we may not show it we are always there for any concerns that they have. Furthermore, it showed a sense of reliability on me as co-team leader as they came to confide in you.