

# Nathaniel Payne – Curriculum Vitae

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## Summary

Commercially minded, diligent, and target driven individual. My experience lies predominantly in direct customer/client B2B sales, both face-to-face and remote; I also have extensive experience in proactively acquiring and developing new business and in managing my own accounts and relationships.

Having said that, I'm now looking to take my career in a different direction and am actively building my technical skills with a view to progressing into the role of a web developer.

## Profile

**Professional and charismatic;** able to work collaboratively, effectively, and efficiently with colleagues, customers, suppliers, and outside contractors.

**Committed and conscientious;** with a strong understanding of the importance of health and safety (physical and mental health), customer service and organisational skills, and the importance of inclusion in the modern workplace.

**Energetic, flexible, and adaptable** with an eagerness to learn and develop as an individual.

**Organised;** able to effectively self-manage and ensure the smooth operation of business whilst maintaining maximum personal efficiency.

## Experience

### Experis/People Source Consulting

**Recruitment Consultant** progressing to **Principal Recruitment Consultant** (February 2018 – Present)

Specialising in the introduction of Software Developers (primarily full-stack .NET/Java/Javascript) into high-growth technology SMEs in the South West, I was largely responsible for generating my own business and delivering upon those requirements. I initially joined Experis in February 2018 before our team was TUPE'd over to People Source in September that year.

I have taken it on myself to learn some of the technical skills that I have been recruiting for (including Javascript, CSS, HTML, React, Git, Bash etc) and have been praised by candidates, clients, and colleagues for my level of technical knowledge. I've even become a de facto point of contact for colleagues who are hoping to understand a new concept/technology when liaising with a client.

### Responsibilities (including, but not limited to...)

- Identify and engage with businesses up to ca300 people in size who hire full-stack .NET or Java developers on a permanent basis.
- Meet with clients to discuss existing requirements and consult on candidate availability, recruitment process, realistic timescales etc. It's also essential to gain an understanding of the client's business and the challenges they typically face when recruiting.
- Negotiate terms of business, with appropriate client contact, with the aim of maximising revenue whilst also taking into account client budgetary constraints, current market forces, long-term opportunities etc.
- Resourcing for high-calibre, hard to find talent within software development/engineering.

- Coaching candidates and clients through the hiring process; this includes helping to construct and deliver attractive offers, providing references for new starters, gathering feedback for both client and candidate during probationary periods etc.

#### **Achievements**

- Having started on a 'cold desk' in Feb 2018 I placed with more unique clients than any other consultant employed by People Source – a total of 13 clients, all of whom were self-generated and new to the business
- Fastest first '360' placement in Experis Bristol's history
- Fastest 'Car Allowance' unlock in Experis UK history
- 2019 annual billings circa £100k
- 2018 annual billings circa £76k

#### **Previous Experience**

**Opus Recruitment Solutions - Recruitment Consultant** (April 2017 – January 2018)  
**JSM Associates - Recruitment Consultant** (May 2016 – April 2017)  
**Vado - Retail Sales Office Coordinator** (January 2016 – May 2016)  
**Onward Travel Solutions Ltd - Duty Manager** (March 2014 – October 2015)  
**Onward Travel Solutions Ltd - Sales Administrator Team Captain** (August 2012 – March 2014)  
**The Oak House Restaurant - Assistant Manager** (1<sup>st</sup> January 2011 – 23<sup>rd</sup> June 2012)  
**The Oak House Restaurant - Bar Supervisor** (2009 – 1<sup>st</sup> January 2011)

#### **Education**

**CodeAcademy (2019-2020)**  
**Full Stack Engineer Course**

This course was pursued during furlough (and is ongoing).  
 Currently, I'm learning advanced Javascript syntax and can confidently use HTML and CSS.

**Onward Travel Solutions (2013 – 2014)**  
 Advanced Level Apprenticeship in Customer Service

**Bridgwater College (2007 – 2009)**  
 National Diploma BTEC in Media Production for TV/Film

**Kings of Wessex Academy and Sixth Form College (2003 – 2007)**  
 AS Level Psychology                      GCSE Mathematics                      GCSE English  
 AS Level Physics                          GCSE Science                              GCSE I.T.  
 AS Level Photography                      GCSE Religious Studies

#### **Interests**

I am a huge music fan, and (usually, not in 2020!) regularly attend whatever gigs/events I am able to, as well as playing and practising the guitar. I read whenever I have a chance to and mostly enjoy sci-fi/fantasy epics; I recently completed re-reading A Song of Ice and Fire, and Isaac Asimov's Foundation, for example.

Recently, I've been using some of my spare time to learn Javascript, HTML, CSS and other entry-level web development skills.

A few of my other hobbies/interests include running, cycling, video and tabletop role-playing games, and personal finance, amongst others.