

Role Specification - Business Development Executive

About Wills Harvey Ltd

We are an executive search consultancy who ensure that our clients gain access to the best performers in their chosen industry sector - those talented individuals who are in key operational, technical and business development roles and who are already making an impact on their organisations. This is achieved via a combination of accrued industry knowledge and insight alongside a pro-active research capability. We work across most industry sectors and cover the whole of the UK from our offices in Bristol and London.

Whether bear or bull markets, there is always a demand for the most talented and ambitious individuals; and the value we provide to our clients is the ability to recruit the best.

Wills Harvey comprises Consultants and Researchers, who together with respective clients, as part of a project team work on individual assignments from instruction through to conclusion (i.e. on candidate start and subsequent completion of their induction period).

Context to Recruitment

We are an ambitious and expansive company who place great store in excellent communication and self-responsibility and above all are client-focused. In order for us to grow and evolve as a business we are always looking for similarly minded people who are looking for a rewarding and enjoyable career in executive search.

Role/Responsibilities

The role of the Business Development Executive is to engage with board level executives across a broad range of organisations within a wide range of market sectors who are looking to acquire new talent. Initially this involves research and investigation into emerging and dynamic markets as well as stable yet growing sectors through a variety of well proven methods to understand where organisational change is occurring.

Making an impact through intelligent questioning and qualification of these key decision makers is to the key to success in gaining trust and a level of credibility to forge a relationship. Working alongside Directors you will be involved in face to face meetings and presentations to articulate the Wills Harvey executive search process.

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Desired Criteria

The cornerstone of our success lies in our ability to identify and engage with key decision markers in a concise, professional and compelling manner; therefore Business Development Executives must possess:

- 1) An intelligent, inquiring mind
- 2) Excellent written, oral and IT skills
- 3) A proactive mentality and drive to generate interest to make something from nothing.
- 4) Confidence in manner and outlook
- 5) The ability to thrive in a collaborative yet results-oriented environment
- 6) Honesty and openness

Qualifications

It is likely that candidates will be educated to degree standard; but of more importance will be their personal demeanour and work experience. It is likely that suitable individual will have at least 12 months business to business sales experience within a professional business environment.

Location

Our Business Development Team is based in our Bristol office

Remuneration

There will be a competitive salary (upper quartile) supported by a commission structure that is payable on a monthly basis.

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Opportunity

Wills Harvey is a bit of an anomaly, we are young and ambitious yet are founded on years of experience. We provide our clients with a high level of service and are highly professional in all of our activities. That said we enjoy ourselves and are the first to celebrate individual and group achievement.

We work hard but only in normal office hours, we encourage everyone to get out and about at lunch-time (and have shower facilities for the runners).

A Business Development Executive is a Consultant in training and once the fundamental skills are acquired to develop the trust of senior executives you will embark on a training programme towards having complete project responsibility to engage with and manage the recruitment process of senior executives on behalf of our clients.

Our vision is to be the best at what we do, growth and development will be a natural by-product of this - but not our key focus. Therefore we can promise that new members can look forward to a progressive career, supported by a personalised training and development schedule; that will ensure that you continue to learn, challenge and hopefully improve what we do.