



REALISE YOUR POTENTIAL

Working for Vantage Consulting



JOIN SOMETHING SPECIAL

We're **driven, ambitious, collaborative, and innovative**. We put people at the forefront of everything we do. From our own people, through to our clients and candidates, we are committed to **transforming people's lives**.

As a business, we're in the midst of something **special**. We're experiencing **tremendous growth**. With **international expansion** into the US and Germany, and **continuous investment** in training and technology, we're looking for talented individuals to join us on our journey.

Whether you're an experienced recruiter or completely new to recruitment, you've come to the right place.





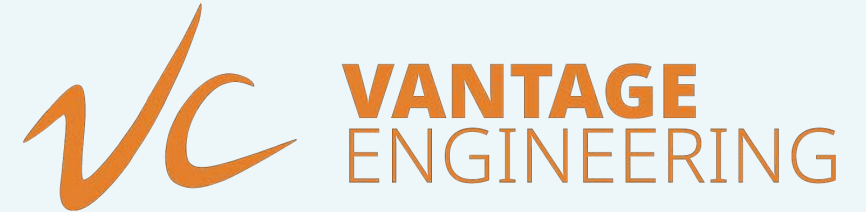
VANTAGE CONSULTING WORKING AT VANTAGE

WORKING AT VANTAGE

FIND YOUR CALLING

At Vantage, we're always looking for talented individuals to join our team. So, whatever your level, we'll have the opportunities and support you need to **hit the ground running**.

Each of our consultants work exclusively in their chosen specialism, decided based on their skills, experience and personal preferences. With roles spanning permanent and contract recruitment, across the UK, US and Europe, you can be sure you're matched to a position that **enables you to succeed**.



ROLES AVAILABLE

- Associate Recruitment Consultants
- Recruitment Consultants
- Senior Recruitment Consultants
- Delivery Consultants





WORK
HARD
PLAY
HARD

GROW YOUR CAREER

At Vantage, **we invest in you** throughout your career with us. We believe that to be successful you should never stop learning. We provide a mix of **structured training and on-the-job learning**, as well as supporting professional qualifications to help you **reach your full potential**.

Whatever your level, from brand new consultant through to experienced recruiter, our structured career path will allow you to thrive.



For new Consultants, we have a **structured Academy programme** to give you the best introduction to the recruitment industry. With input from leading industry experts, we'll help you **master your craft** to set you on the road to success. In addition to any formal training you undertake, all our consultants at all levels receive **regular tailored desk coaching sessions and masterclasses** from our in-house experts to share their knowledge, best practice and top tips.

The entire team also has **regular one-to-ones** with their line manager to further support personal development to help you meet your career and personal goals, with new and aspiring managers being welcomed onto our leadership programme to support them in leading engaged, high-performing teams.





TOOLS OF THE TRADE

With innovation at the heart of the business, we offer our employees the **very best tools and the latest technology** to support them in their roles.

Here are a few of our key partners:



A CULTURE OF INCLUSION

Vantage embraces **diversity, equity, inclusion and belonging** through our supply chain and promotes the benefits of diversity in all our business activities. We have developed a business culture which reflects that belief. We want our workplace to **celebrate difference** and offer an environment where our team can bring their true selves to work, growing long-term careers with Vantage.

Our DEIB council meet periodically to discuss how the business is performing and plan the actions required to ensure our business remains a place where our colleagues can **be themselves, feel accepted and achieve their ambitions**. All our staff also receive regular DEIB training to drive the behaviours that reinforce our inclusion and diversity standards.



As a supplier to the engineering and technology industries, we know there is lots of work to be done to promote equal opportunities, diversity, inclusion and belonging in STEM industries. We **support charitable organisations** such as Tech She Can and work with our clients to remove bias from the recruitment process and to develop DEIB strategies and targets for the future.

We regularly monitor our DEIB levels and stick to industry standards and best practice. We are committed to the Recruitment & Employment Confederation (REC) Code of Professional Practice, the APSCo Code of Conduct and we are a Disability Confident Employer.



PERKS & BENEFITS

CARING FOR YOU PERSONALLY & PROFESSIONALLY

We strive to make Vantage a **fun and rewarding place to work**. We want our staff to feel supported in both their professional and personal life and offer a range of benefits and rewards to demonstrate our commitment to their needs.



PERKS & BENEFITS IN DETAIL



YOUR HEALTH AND WELLBEING

- Discounted gym memberships
- Flexible lunch breaks for gym-goers
- Onsite showers
- Onsite massage
- Confidential Employee Assistance Programme
- Enhanced sick pay leave



TAKE A BREAK

- 23 days annual leave
- Option to buy additional leave
- Birthday and Life Event leave
- Volunteering leave
- Paid sabbatical after 5 years
- Enhanced maternity and paternity pay



DAY-TO-DAY WINS

- Work from home options
- Early Friday finish
- 'Dress for your day' culture
- Free parking onsite
- Cycle to work scheme
- iPhone and MacBook Air



GROW WITH US

- Tailored career development
- Education reimbursement
- Uncapped commission
- Company pension
- Long-term incentive plan



DATES FOR YOUR DIARY

- Social & charity events
- Super trip holidays
- Bi-Monthly Legends Lunch



TOGETHER WE MAKE A DIFFERENCE

At Vantage we **truly care**. We care about our staff, candidates, clients, and the wider community we serve. We put great importance on **giving back** through a range of initiatives to make a difference to those in need or less fortunate.

Each year our employees select **four charitable organisations** to raise funds and awareness for across the year. From marathons and mountain climbs through to eating challenges and bake-offs, our team put their all into our charitable activities. Our staff can also take advantage of **volunteering leave**, giving them a day annually to support their favourite good cause.



VANTAGE CONSULTING WHY CHOOSE US?

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WHAT OUR EMPLOYEES HAVE TO SAY



we have **4.8 stars** on

glassdoor

[Read our reviews](#)

96%

would recommend
us to a friend

100%

approve of our CEO





VANTAGE CONSULTING TESTIMONIALS

“

Great sociable company with plenty of social events.

“

The team at Vantage are really supportive and the work environment is second to none.

“

Vantage has struck the balance perfectly between a welcoming and friendly environment and one that allows people to truly achieve their professional aspirations. The training and development that everyone receives regardless of their previous experience is exemplary.

“

Everyone at Vantage is invested in your development and you have all the tools, support, training and systems to help you succeed. I have never worked for a company where everyone is competitive but willing to help you so much.

“

I chose to join Vantage as it offers true reward for progression which has changed my life during the last three years. Vantage is home, Vantage is family.

“

I really love the inclusive, caring environment. Everyone is willing to help with any queries or questions, you are allowed to grow and develop within the company and everyone supports you with this from all levels.

“

I've worked at other Recruitment agencies in the past and I have to say I've never felt as “at home” in any other business the way I do at Vantage.



VANTAGE CONSULTING YOUR INTERVIEW

YOUR INTERVIEW

YOUR INTERVIEW WITH VANTAGE

Congratulations on your upcoming interview! You're one step closer to landing your dream role at a business that is truly **committed to transforming your life**. Ahead of your interview, we highly recommend you do some research into Vantage by reviewing [our website](#) and [LinkedIn page](#). If you're new to recruitment, or you simply want to catapult your recruitment career to the next level, it's also recommended to review the [Recruitment Mentors podcast](#).



YOUR INTERVIEW WITH VANTAGE

Your time is precious, so we try to keep the interview process as slick as possible.

Here's what you can expect:



If you have any questions ahead of your interview, please get in touch with [Mollie Chorley](#) or [Anisha Khera](#).

Best of luck!



Ready to realise your potential?

LET'S CHAT!

View the latest opportunities at Vantage Consulting [here](#)



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CONNECT WITH US

