

Why work at Amoria Bond?

COMPANY BACKGROUND

Amoria Bond is a specialist recruitment company dedicated to specific markets within the SAP /ERP arena, Information Technology, Power & Engineering, Banking & Finance and related Managerial sectors. We currently have offices in Manchester, London and Amsterdam and we plan to open further international offices with the prime focus on the US, Australian and Asian markets.

Over the last 3 years we have experienced massive growth with current turnover at £11 million and a 75% yearly increase on head count.

Our culture is built around a belief that, whether at a corporate or a personal level, it is important to recognise that all actions have an impact. It is therefore necessary to ensure that the impact is a positive one through making careful decisions and selecting suitable behaviours. Our aims are embodied in a Cultural Framework ("PROFES" - see overleaf)

AMORIA BOND PEOPLE

We are looking for ambitious, hardworking individuals who would relish being given the opportunity to influence the future success of our company. The ideal candidate will have a degree and at least 6-12 month B2B sales experience; however, if they have the right personality, attitude and competencies, we can be flexible on the sales experience and education. Any languages are a bonus.

The essential competencies and attributes are:

Hardworking	Motivation
Ambitious	Drive
Determined	Resilience
Goal driven	Intelligence
Persuasive	Enthusiasm

TRAINING & DEVELOPMENT

We believe in one-to-one, personalised training. A Director, a Manager and a Personal Development coach personally oversee each new recruit and mentor that person for the first 12 months of their career. A formal six month fully modular training plan is implemented. This covers every aspect of the recruitment market and industry knowledge, broken down into simple digestible sections, tailored and therefore effective whether you have experience or not. The average Recruiter takes 10-11 months to become fully productive: within Amoria Bond we have reduced this to 6 months due to our personal approach to training.

RETENTION

Staff retention is a primary business objective. We invest heavily in our staff and want them to be happy and successful. Our retention levels are impressive. In the last 12 months we have had a 90% retention rate, compared with the average of 60% for our industry. This is testament to our inclusive and supportive working environment.

CAREER

We have more opportunities than we do people to fill them, due to our rapid growth rate of 75% a year. This means that for those that want it, fast track management (within 12 months) is a reality. Personal, development and sales targets are mutually agreed. We ensure that they are achievable, yet still challenging and clear. They are then reviewed on a regular basis

If you would like any further information on the remuneration package, please email:-
workforus@amoriabond.com

"We feel we can confidently say that if someone is looking to have wealth management ability, to be more than just a number and wants to fast track from trainee to manager in the shortest possible time, if they are also willing to give 100% and get 100% in support and training as well as a great culture and environment, then we are one of the best routes available, regardless of whether they have experience or are brand new to recruitment.

Our mission is to create the best place for recruiters to do recruitment." The Directors—Amoria Bond

REMUNERATION

- Our Commission structure is well above industry standard.
- Fast Track Management opportunities for the right people. 2 Years+
- The Company car scheme has three tiers, offering 12 cars from a compact hatchback up to superior Executive Sports models.
- One to one training, conducted face to face by a Director, Manager and Personal development coach.
- 6 month modular training program covering all aspects of recruitment & industry, tailored to individual strengths and weaknesses.
- Additional incentives and rewards including company holidays, cash bonus, extra days off.
- Opportunities to work in different countries.
- Pension scheme.
- Unlimited opportunity including directorship.
- E B T - Employee Benefit Trust - a chance to earn shares in the business for exceptional contributors.



Positivity

To be grateful for our success and to give something back whenever we get the opportunity

Respect

To take pride in what we do and ensure our brand is seen as a trusted and honest organisation

Ownership

To uphold the highest professional standards at all times and to take ownership for our corporate impact on others and the environment

Fun

To promote the wellbeing of our staff through an inclusive, productive, positive and happy working environment

Excellence

To control the quality of interactions with staff, customers and suppliers through the implementation of clear processes and procedures. To continuously improve our:

- Business
- Service
- Workplace
- Relationships
- Social Contribution

Success

To consistently excel in everything we do and offer a supreme service to our customers

To ensure that our employees share in our success