

All walks of life

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from all types of
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but what they all
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succeed with Whitehall



We are Whitehall

Whitehall offers far more than most might expect from a career in recruitment. It's the opportunity to be in control of your own success, to directly influence your income and the ability to drive your development.

You'll be partnering with some of the biggest organisations in the world, building relationships with people of influence and positioning yourself as the 'go to' for their recruitment needs. All whilst working for a company who supports your development, recognises your contribution and rewards you for your success.

In this brochure we aim to give you a better understanding of how we can help you to develop, grow and thrive at Whitehall.



"The training and team support here are brilliant. If you really want to succeed the opportunities are endless. We also have amazing incentives like Lunch Club and weekends away in Portugal!"

Sophie Neilson
Senior Sales Administrator

All walks of life

Our people come from all kinds of backgrounds: estate agency, customer service, retail, university, entertainment, construction, banking, hospitality... but what they all share is the passion and commitment to succeed.

At Whitehall we believe that great recruiters don't necessarily need to have come from a recruitment background. We understand that it's the people who are tenacious, determined and motivated to achieve their ambitions that prove to be successful in our business.

We're proud of our history and achievements, but recognise that it is our people that will help us on our journey to becoming the biggest and best recruiter in our field.



Sales Teams

UK Permanent Division

You will join the SAP, Oracle or IT Permanent team. They require a detailed approach, empathy and the ability to see and hear where the matches are. You will be speaking with some of the country's brightest technology professionals about their experience, motivations, and aspirations as they step forward in their career.

International Division

This is a large and growing division focusing on continental Europe, the Middle East, and North Africa. Our consultants collectively speak a dozen languages and come from nationalities across Europe.

UK Contracts Division

This is a fast-moving team who, as well as placing contractors into specialist roles in the UK, are responsible for a large part of our new business activity. To join this team, you will typically come from a recruitment or sales background, or be able to demonstrate characteristics that would suit this team.

Accounts Contract Division

Our clients include some of the biggest and best-known brands in the country. The Key Accounts Contract Team supports them by supplying a broad range of IT contractors to requirements

Operational Support

Finance Team

The Finance Team are responsible for the company cash flow allowing us to continue our double-digit growth, ensuring we pay our contractors on time, that we get paid on time, and dealing with an ever-growing turnover.

IT Team

The IT Team are responsible for all the software and hardware that keeps Whitehall ticking. This includes networks, our complex phone system, making sure our connections with the outside world are 100% operational as well as day to day equipment used by the teams here.

Administration Team

The work here is fast-paced, varied and requires excellent communication and IT skills. Handling hundreds of daily applications, prioritising urgent work, formatting CVs as well as organising contracts for all the placements we do.

HR, Marketing & Training Team

The HR team manage all the people processes in the building, and work to improve our current standing in the Sunday Times Top 100!

Marketing run our websites, our social media, and promote the

business to candidates and clients around the world as well as locally as an employer.

Training runs a wide range of sessions from introductions to the company and recruitment through to leadership.

HR, Marketing & Training Team

Dom Mayerl, Aimee Morrison, Oliver Westrup, Molly Dawson, Paul Ashton and Ellie Fletcher

Your development

We offer our teams a place to take leaps forward. As well as a clearly-defined career path, you are given ongoing training and all the tools you need to achieve financial and professional success.

We have entry level roles in all our teams. You will join as a Consultant and be trained and mentored through not only our introductory Boot Camp, but also through ongoing sessions. Our Learning and Development team give expert tuition in recruitment, sales and leadership.

Our in-house Learning & Development Lead will start working with you on your first day here. Our week-long Boot Camp introduces you to recruitment, our business and the skills you'll need in the coming months. This is followed by mentoring from your manager and support from your team leader, as well as further refresher sessions.

Recruitment Consultant
With the skills you have gained from Boot Camp and your ongoing training you will have the basic skills to be a confident 360 consultant.

Senior Recruitment Consultant
Experienced and consistently achieving targets, you will be a role model for professional behaviours and business generation, as well as an expert in your specialisation.

Team Leader
Recognised to have the ability to grow a small team; supporting new recruiters to work independently to a high standard, while maintaining your own performance.

Senior Team Leader
You will need to increase the size of your team and demonstrate that you have the ability, talent and capacity to operate across multiple platforms – biller, mentor, coach, leader. Time management is absolutely key, but it's the final step to becoming a manager.

Principal Consultant
A top performing consultant, who has chosen not to pursue team leadership, but instead opted to focus on excellence in their market. You are a role model for other consultants, demonstrating best practice and generating big results.

Managing Consultant
This is the highest accolade for those who do not wish to have involvement in growing a team of their own. They will embody the company values, be a role model for others and be a flag bearer for the levels of performance that can be possible at Whitehall Resources.

Manager
When you've built a team of performing consultants who can support and justify a non-billing manager, you will be promoted to Manager. Your role is to build, shape, train and enable your team to reach their individual and collective potential. Developing new talent and those from Consultant to Senior Consultant and from good to great!

Head of Sales
Responsible and accountable for the development of a whole demographic of our business, including several teams and possibly more than one division. Being able to manage managers, grow independent functions that deliver outstanding results and define the strategy for your business unit, you will be a key player in shaping Whitehall's future.

Senior Manager
As a senior manager you will need to demonstrate the ability to build a division beyond the single work stream. Creating opportunity for those in your team, in the wider company or externally, you will manage at least two performing teams and focus on scaling them both.

Your rewards

No matter what your role is at Whitehall, we recognise great performance and make it our mission to reward those who go the extra mile.

Recruitment is a commission-based role. You are paid a salary of course, but the bulk of your pay is related to your performance. For each candidate you place, you receive commission based on the value of that placement. As we place candidates in high value positions, the commissions

can be very lucrative. Our commission structure is one of the strongest in the industry, transparent and straight forward.

Our incentives aren't exclusive to consultants, so those in operational support roles are also eligible for rewards for outstanding performance.

Take a look at our list on the right to see some of the great incentives we offer our employees.

Bonita Sargent
Finance Team
Accounts Payable



Free fresh fruit in the office



Team nights out



Seasonal events



Champagne Deals



Quarterly incentives



Annual awards



Milestone celebrations



Lunch Club



Access to our company sports cars



Referral scheme



Industry-leading commission structure



Games room with pool table and Playstation

Our values



Honesty

We are straightforward, honest and transparent in everything that we do.



Integrity

We conduct ourselves with the utmost integrity, helping us to make decisions from both the head and the heart.



Passion

When you truly care about what you do and give it your all, the opportunities are endless.



Expert

We embrace knowledge and sharing, enabling every member of our team to achieve an unparalleled level of delivery.

Our community

We care about our people and our community, wherever possible we get involved in raising money for charities.

We have been the main sponsor of the Colchester Rugby Club since 2013. We see this as a great investment in the local community and one we hope to continue for many years.

Our annual summer party is held at the Colchester Rugby Club stadium, this is a great event organised between Whitehall and CRFC - this is a great opportunity for our teams to socialise with each other as well as get to know the club.

Our partnership with CRFC extends into charity, we work together to raise money for St Helena's Hospice, through an annual event held at the club, supported by Whitehall.

We value our position within the community and are always looking for ways to support local business and charities. We take part in fundraising externally and also by holding events and activities in our offices.



"Whitehall offers fantastic incentives, which create fantastic opportunities!"

Harrison Pickett

Senior Consultant, MENA SAP Team.
Number 8, Back Row, Colchester RFC.

Employee Spotlight

Nadia Westhorp
Senior Team Lead



Life before recruitment

I spent 10 years working at RBS in Asset Finance, I had been through four redundancies and didn't want to go through another. Recruitment was an industry I had researched – its appeal was and still is the ability to help people, finding candidates their ideal role and clients their perfect candidate. The financial rewards were also of interest.

It was hard to get into recruitment as businesses tend to look for people with experience. My first role was as a 360 consultant for a small IT recruitment agency, consisting of just four people. It was a very tough introduction to recruitment, I had no training; basically handed a phone and just had to get on with it. The first six months were very hard, I wasn't enjoying the role or the industry. After some time my position changed from 360 recruiter to a Resourcer, a role I enjoyed far more. As I grew more confident, naturally I started to build relationships with candidates and clients and moved into creating new business.

Introduction to Whitehall

It was moving to my second recruitment company that led me to meet Wes, who is now my manager here at Whitehall. I was recruiting for Barclays, which fit in with my roots in finance. The company went through a big change in culture, targets and commissions, leaving myself and others uncertain about whether the business was right for us. I spoke to Wes, who was now working at Whitehall, and considered a move to join him. A tough four hour interview led to me joining Whitehall in 2013 as a Senior Consultant.

Progression

In 2016 I became a Team Lead. I am now Senior Team Leader, responsible for supporting the team's individual and team targets, coaching, and supporting their development. Sometimes I spend so much time helping my team that I forget to make sure I'm on track! It is a challenge, but one I enjoy.

I'm currently working towards management, I have some tough targets to get there but I'm confident that I will make it. I need to be fully self-sufficient and not rely on my manager and achieve my competencies and money targets. I also plan to support and develop my team from good, to great, I take pride in seeing them grow into their roles and as people.

One of the key things about Whitehall is that if you want something, you are able to make it happen. If you aspire to progress, the management team support you and set realistic targets to make it happen.

"One of the things about Whitehall is that if you want something, you are able to make it happen."



Challenge

I was working in the SAP team before starting IT Perm in 2015. Delving into a new market for the business was a challenge, proving to candidates, clients and colleagues that we were capable of being successful. In the first six months we were handling small numbers of jobs, delivering them with the best possible service to build on success. There were times when we hit rock bottom, my colleague Tara and I would need to remind ourselves of why we began this journey. We wanted to build a reputation for IT at Whitehall and we didn't want to let anyone down.

Success

I'm proud of how far IT has come since we began two years ago. In that time I have successfully developed three resourcers to be great 360 recruiters. I have had two promotions since being at Whitehall, I'm on track for my third and I was the first female Team Lead.

Whitehall gives you the opportunity to drive

your own career, if you want to progress the support is there to make it happen. New starters begin their journey with us in Boot Camp – where they spend their first week being introduced to the company and the fundamentals of their roles. They then join their teams where they receive support from their team leader and manager. Training is continued throughout your career, I have weekly meetings with Wes and a monthly review where we discuss any concerns, performance and development opportunities.

For new recruiters

When you're finding it hard remind yourself of why you chose to get into recruitment. Whether it was to be able to help people or if it was for the financial rewards, resilience is key to being successful in this industry. The first twelve months are hard, with time it becomes easier, but never easy. It will begin to click into place, every successful placement will push you closer to the next and when you make those placements the feeling is amazing.



Annual Christmas Party

Crowne Plaza, 2017

Nadia Westhorp

Senior Team Leader

Neil Mansfield

Senior International Business Manager

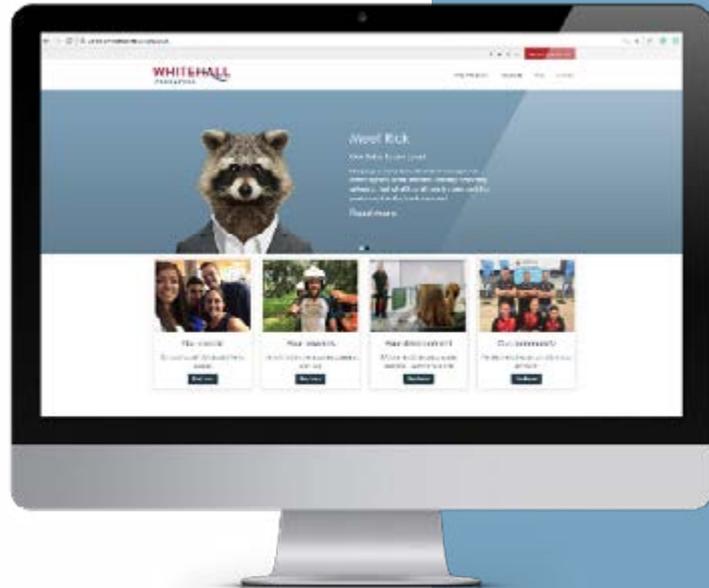
Ready to join the team?

We are a company with a plan for growth, which means that we are always looking to add to our teams. Outside of our office in Colchester, we recently opened our Frankfurt branch. This creates great career opportunities here in the UK and in Germany. If you're ready to take the next step or want to find out more about us, here's a few ways to progress.

We have a great Internal Recruitment team that is always happy to answer your questions. You can contact them via e-mail or phone, and we can also arrange for you to visit our office for a tour and a chat.

careers@whitehallresources.co.uk
01206 212101

Our careers website is stacked with information about us, what we do, who we work with and the kind of people you will be working with. Our employee spotlights share our peoples experiences, they aim to give you a better understanding of what it's like to work at Whitehall.



www.whitehallresources.co.uk/careers

Connect with us

We're active on social media too. We have dedicated careers accounts on Facebook, Twitter, Instagram and YouTube. You can follow our hashtag #wearewhitehall to see posts created by us and our people.

We look forward to hearing from you!



Whitehall Resources Careers



careerswhr



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Whitehall Resources



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