

foundation
recruitment*

*developing careers, building business



Working with us
Manchester & London

Why Join Us?

Foundation Recruitment is an award winning and trusted specialist within the commercial property recruitment market. Since launching in Manchester late 2009, our success has enabled us to open and grow a successful London office and widen our range of activities to include international instructions – in 2016 we worked in 21 countries across Europe & the Middle East.

Our market is growing at a rapid rate and we are looking for ambitious people to join us. If you are driven by success; relentless in impressing new clients; willing and ready for a new challenge and have an appetite to develop your skills and knowledge, we would love to hear from you today! We have found a niche and built a strong reputation in our market. We need individuals ready to utilise the opportunity we have built!

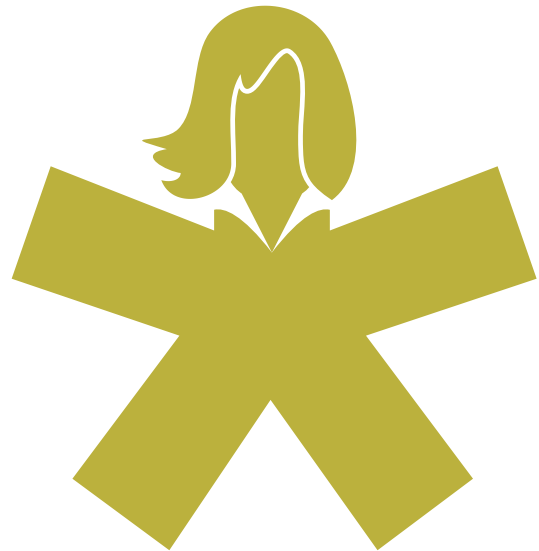
We did an in-house survey to understand why we have the great team we do and the results were unanimous...

Why did you choose to join Foundation Recruitment?

- Company
- Rewards
- Opportunities

What makes you stay with the business?

- Leaders
- Rewards
- Opportunities



How do our employees describe our culture?

Family	Supportive
Competitive	Energetic
Inclusive	Fun
Driven	Ambitious
Positive	Professional
Young	Successful

Success Story

We look to promote from within, our current divisional directors have both progressed from junior level and are now responsible for managing their own teams. We create opportunities for challenge, growth and development for all of our employees – the sky really is the limit!

Alex joined in April 2013 as a Resourcer in the Shopping Centre Management team and became Head of UK Shopping Centres in Q2 2015. In Q3 2015, Alex became Divisional Head for a wider team incorporating Facilities Management and Airport recruitment as well as Shopping Centres.

Alex is now Associate Director and Divisional Head of Destination Retail, Airports, BIDs & Facilities Management.



“Foundation Recruitment has given me such a huge platform to develop both personally and professionally”

“Having been with the business for 3.5 years, I have achieved things I never thought I could in such a short period of time and am truly proud of my progressive journey to date. Foundation Recruitment has given me such a huge platform to develop both personally and professionally and continues to provide aspiring minds the same opportunity. I came into the business with a real drive and determination to succeed and grasped as many opportunities as possible that were presented to me including training, attending

industry events, meeting clients and candidates throughout the sector, developing new divisions for the business, taking on team leadership and growth, business planning and development, the list goes on!

My long term goals and key objectives in the business are to drive team growth and expertise throughout our already established specialisms as well as develop our brand and reputation in new sectors relevant to the experiential environments we currently operate in.”

Our Culture

- We have an excellent work ethic balanced with a lively social scene with quarterly events and christmas & summer parties always much anticipated! The races, go karting, indoor skydiving, pub quizzes, the lakes and bowling are all events the whole team have recently enjoyed.



- Hard work will always be rewarded! In addition to competitive basic salaries, all consultants are eligible to participate in the company's quarterly bonus scheme. We also run award ceremonies each quarter; recognising the hard work of our consultants, furthermore we treat high achieving consultants to an all expenses paid meal at some of Manchester's finest restaurants as part of our lunch club initiative.
- We can promise no two days will be the same; you have the opportunity to see and be involved with every part of the business. Everyone (including the Directors) sit in an open plan office and are always on hand to offer help & advice or to take feedback - we really value the opinions of all of our employees!





- We have an entrepreneurial spirit in the office, we encourage our employees to voice any ideas or ambitions they have and will always try to provide the platform to drive their ideas forward.
- We are keen to get involved in charitable activities. Some of the activities we have done this year include; the colour run, a bake-sale for the NSPCC and wearing pink for breast cancer awareness.
- We appreciate that it can sometimes be hard to maintain a level of balance when working in recruitment; we promote health and wellbeing by providing free fruit in the office and 25 days annual leave from the day you join, with an extra day off for your birthday!
- We have an 'office hero' scheme which we run each week. This involves a member of the team taking responsibility to set targets and rewards to motivate the rest of the team and make the office a fun and lively place to work. This has involved; flip chart challenges, 'the king of knowledge', snakes and ladders, battleships, hangman, articulate and the apprentice. The office hero can create a unique initiative, and the best office hero will be rewarded at the end of each cycle.



- At the end of the working week you will find our team congregated by the wine fridge celebrating our "pour at four" tradition to get ready for the weekend!

Awards



INVESTORS IN PEOPLE

Gold

We are proud to say we have Investors in People Gold accreditation.

This coveted status – which places us amongst fewer than 1500 businesses in the UK – was awarded to us at our first assessment in 2012 and after less than three years of trading.

In 2015 we were re-assessed and re-accredited Gold.

Paul Devoy, Head of Investors in People:

“We’d like to congratulate Foundation Recruitment (UK) Ltd on their Gold standard. Such a high level of accreditation is the sign of great people management practice, and demonstrates a commitment to staff development and shows an organisation committed to being the very best it can be. Foundation Recruitment (UK) Ltd should be extremely proud of their achievement.”

“Great people management”



Success Story

Tim joined the business in 2011 as a consultant in the UK shopping centre team. Tim went on to be an instrumental player in establishing many of the fruitful relationships we still have now. Tim has opened and now leads our international shopping centre team from our London office.

Tim is now Associate Director and Head of International Shopping Centres.

“The job is not necessarily an easy one, but we are still in the early stages of our International journey”



“My journey with Foundation Recruitment has been exciting and often challenging. I began with the company as a recent graduate, working in what was then a fairly new sector within the business, however since then my role has changed and grown significantly. I now lead the International division of Foundation Recruitment and establishing ourselves on an increasingly global level has been a huge challenge. We have grown from being solely active in the UK to now operating in over 20 countries from our International office in the City of London.”

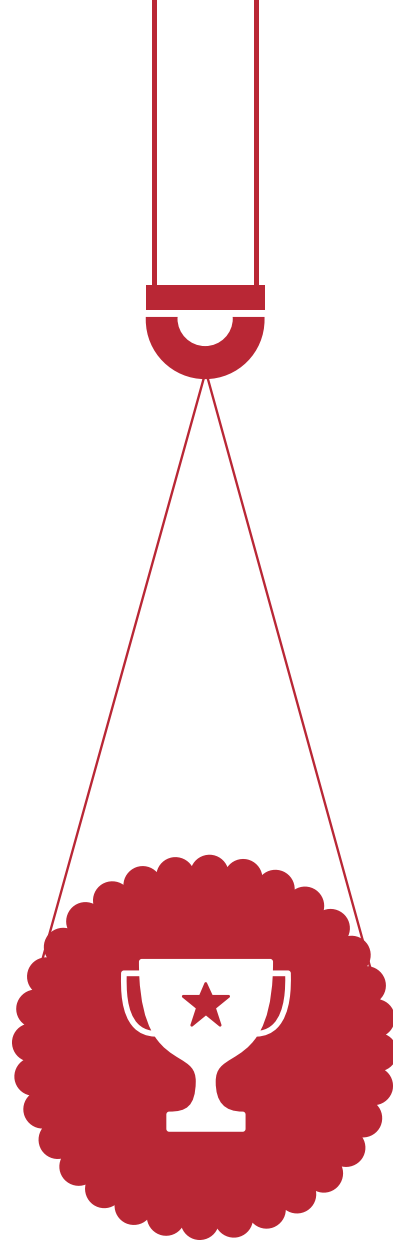
One of the most interesting changes has been the development of a team of International consultants from other countries who speak many languages. This has added a genuine multi-cultural element to our business and has allowed us to maintain our excellent standards whilst operating in a very wide range of International locations. The job is not necessarily an easy one, but we are still in the early stages of our International journey and for someone looking for responsibility, opportunity and daily challenge, this would be an ideal role”

Training & Development

We are eager to cultivate our consultants throughout their careers with us. Upon joining, resourcers are enrolled into our two week training academy delivered by senior directors as well as the owners. This provides the building blocks of a successful career within recruitment and ensures our trainees move quickly into a position where they can take on both candidate & client management.

We run a tailored development programme in association with external occupational psychologists and talent management specialists in order to provide bespoke support and training for each employee throughout their career – you are unique so we believe your training should be personalised to fit your needs!

This programme of learning assists us in making good consultant's great and great consultant's excellent managers and the future leaders of our business.



Are you right for us?

Experience

We are always keen to speak with experienced professional recruiters, individuals interested in stepping out of their careers in property to explore a career within recruitment or those who simply feel they have the motivation & tenacity to succeed within a career in recruitment. Although experience is great, if you have the right attitude we want to hear from you! Additionally, due to our success in the international market we are also keen to speak with those who have business level language.

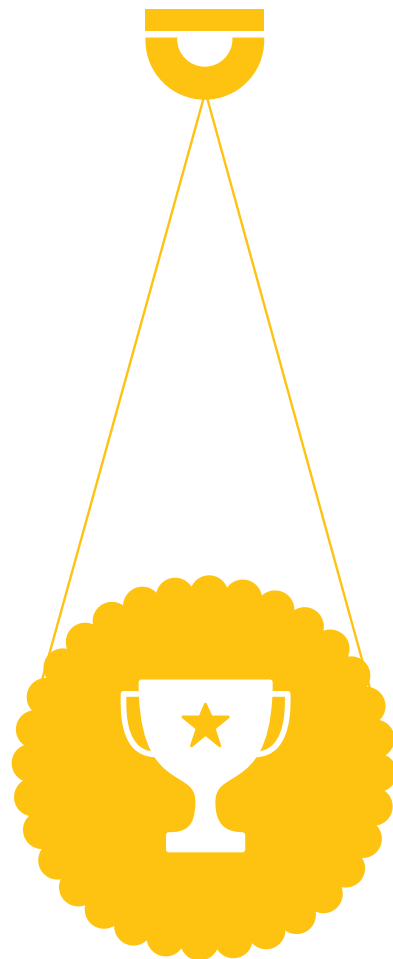
Attitude

We are a small entrepreneurial ambitious business, so we need people ready to contribute to the team and business success - you need to be ready and committed to learn and develop your skills.

We want candidates that are confident, open-minded and enthusiastic. We are aware our business is a mature and challenging environment, however we are equally supportive and if you have the right attitude, we believe you can be tremendously successful extremely quickly.

Responsibility

We pride ourselves on our commitment to develop individuals to fulfil their potential. We provide the platform; advice and support to ensure you can progress and succeed quickly. We work across a variety of sectors and give in-depth training to ensure you become a specialist in your particular sector. That said, this training doesn't limit you to this sector; this is your starting block. We encourage all members of our team to develop their sectors, find their own niche and run their own desk.



Company Markets

We only operate within markets that we fully understand and hold deep knowledge of. Many of our consultants come with professional qualifications and personal career histories from the areas into which they now recruit. This in-house knowledge ensures that we are able to recognise quality candidates and make accurate introductions to our clients.

Our core areas are all within the Property Sector and include:



Contact

Our offices are currently in Manchester and London however we have ultimate aspirations that stretch much further.

To apply to us or to make initial contact to explore our opportunities further, please contact our MD Julian Long at:

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We look forward to hearing from you!



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