

JOB SPECIFICATION

IT Recruitment Account Manager



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12-Month Contract (With option to extend)
Philippine-based

£35,000 Basic Tax-Free
OTE £80,000 Tax-Free

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Cloud Employee is an innovative offshore recruitment and staffing company with offices in the Philippines, London, Sydney, and Sweden. We exist to actively tackle the growing global IT skills shortage by providing tech companies based in Europe, the US, and Australia with full-time software developers who work from our fully managed Philippine offices. Since our launch in 2015, we have rapidly grown to a team of over 150 employees with revenues surpassing £4 million per annum. In 2020, we expect an estimated 100% increase in revenue.

This 2019, we have successfully become one of the world's leading companies for staff retention with a rate of 96%, which is higher than Google's by 9%.

Cloud Employee was set up by one of the UK's leading IT Recruitment Consultants, Nick Hargreaves, who had previously owned several recruitment agencies in the UK. After working and owning companies in three continents, he pooled 20 years of experience across multiple markets to create Cloud Employee—the world's first model that is a mixture of traditional UK IT recruitment and offshoring. Simultaneously, he has built a world-class support team and methods of outsourcing for clients of all sizes, elevating the company far above other outsourcing service providers.

Due to the current market conditions, SMEs are struggling to find the right IT developers to expand their business. Cloud Employee services this market, empowering them to scale their business.

We strive to be at the forefront of innovation and IT offshoring, and this has attracted high-calibre people to join our team, including former high-level Google HQ employees.

On average, all Cloud Employee Recruitment Agents bill five times more per year than their UK-based counterparts.

The Opportunity

We are seeking highly-driven individuals to join our international team of expats in Manila. This is an initial 12-month contract offering you the opportunity to experience a lifestyle in the heart of Asia whilst still working with UK-based clients day-to-day.

This is an excellent chance for you to be part of a fun, fast-paced, and entrepreneurial business with excellent earning potential. More importantly, this role gives you the opportunity to help shape the future of IT recruitment.

These two positions are highly sought-after, and we only employ people in the top 5% of the market.

Differences between Cloud Employee and UK IT recruitment agencies -

1. Each consultant has access to a team of over 30 people generating leads
2. Each consultant has a dedicated local IT recruiter under them
3. Our fees are equal or not higher per month to an IT contract placement in the UK
4. 98% of our leads are inbound
5. 70% of our leads require multiple vacancies
6. Currently, we are actively turning new customers away due to backlog of vacancies
7. Access to unlimited resources and a database of over 150,000 IT developers
8. Very little global competition

The Position

Reporting directly to the Co-founders and Directors of the business, the successful IT Recruitment Consultant will be responsible for:

- Handling warm, inbound enquiries and managing introductory sales pitches to a range of international tech clients.
- Working as part of an international team of Expats based in Manila.
- Working together with the resources/recruitment team who handle the candidate headhunting.
- Providing ongoing support and customer care to your clients building long-term relationships.
- Working directly with our Aftercare team on any issues that may arise.

Candidate Requirements

- Minimum of 18 months of IT Recruitment experience and proven success.
- Self-motivated and committed. Proactive, responsible, and accountable for own work.
- Confident and happy to pick up the phone.
- Friendly and approachable. Willing to go the extra mile.
- Effective when handling large amounts of information and working methodically and accurately.
- Excellent communication skills, both written and verbal.
- An understanding of programming languages will help but is certainly not essential and can be quickly learnt on the job.
- Proven customer care skills.
- Drive to succeed.

The Salary

Yearly basic salary will be £35,000 tax-free.

The Commission Structure

Commission is paid on margin, generated on a monthly basis according to the following brackets:

5% @ £0 - £300,000
10% £300,000 and above

10% bonus paid on everything over £180,000 billed in a 6-month period (2019 largest biller will exceed revenues over 800k. Our average billing per consultant is £400,000 per year.)

Based on existing team average billing, the first year OTE is £80,000 tax-free earnings.

The Benefits



Attractive and tax-free base salary and recurring commission structure (based on personal performance).



Relocation to the Philippines (assistance will be provided).



Accommodation allowance for Fort Bonifacio or Rockwell modern complexes with swimming pool and gym.



Awesome target-led team building trips to cities across Asia every 6 months.



One return flight per annum



The opportunity to join a dynamic and high-achieving team at a critical stage of our development.



Local travel and telecom allowance.



Private medical insurance



Working with one of the fastest growing companies in the IT marketplace.

Life in the Philippines

More and more expats are starting to work in the Philippines to enjoy the benefits of the booming economy in the archipelago! Taxis cost less than £3 each way from home to work, and food each week costs only £30 or less (£80 if you eat out every day). On top of this, as an expat, you earn in GBP tax-free.

Life in the Philippines means enjoying the incredible hospitality and warm company of the Filipinos plus the country's amazing destinations. You can unwind at great bars and clubs near the office and the accommodation area, or you can visit the country's pristine beaches just a few hours away from Manila—enjoy the good life you won't experience elsewhere.



Accommodation

Examples of a modern accommodation complex:



Areas of Accommodation



BGC (Bonifacio Global City)
<https://bgc.com.ph/>



Rockwell
<https://www.e-rockwell.com/>

Life at Cloud Employee

There's never a dull moment here at Cloud Employee. Just as how we encourage you to learn and grow as a professional each day, we value fun and play as well. We have a very open and dynamic environment with various games such as foosball, video games, darts, and ping pong, plus activities such as Free Food Fridays every 2nd Friday and Social Fridays every 4th Friday of the month. We value building strong ties and having a good time with our colleagues as much as we love the hustle.

