

Recruitment - A Great Career



Some of the Brightwater team after being told they'd been selected as one of the Top 10 companies to work for in Ireland 2005 (also won special award as "The Best Company to Work for in Ireland 50 - 100 Employees")

A recent survey in the UK found that 67% of people were unhappy in their jobs and that almost half would look to move in the next year. Well, I think that's such a shame, because I've been in recruitment since 1989 and I knew I was home from the moment I started.

Brightwater are an exceptional company in recruitment, combining the dynamism of the recruitment industry with the ultra-professionalism of the top Blue Chip organisations. The only thing that will slow our development is not getting the right staff.

A Global Industry: Recruitment companies exist in almost every country in the world with sales in the Trillions. In the UK in 2004 recruitment sales were about £24.6 billion (€35.1 billion) and in Ireland over €1.1 billion. In 2004 there were over 7,000 Recruitment Consultants in the country placing 75,000 people in permanent roles and 420,000 in temporary assignments - and the Industry is still growing...

The Buzz: It's such a passionate industry, highs and lows. The 'high' from a successful placement, the rush from filling those temp jobs that are starting at 9am the next morning, or the smaller buzz that comes from just getting to speak to or meet a new Client. The buzz is addictive!

A Progressive Career: There's always opportunity for promotion to Team Leader, Manager or even Director. An excellent Consultant can go all the way.

Friends and Colleagues: Recruitment people work hard and spend a lot of time at work or thinking about work. It becomes our hobby. It's important we like our colleagues and at the risk of generalising; recruitment people tend to be optimistic, competitive, gregarious, energetic, good-humoured and excellent

communicators. Since we see each other through good months and bad, it's little wonder we will often end up as close friends, or at least companions down the pub! (Actually, I took it a little further and married a Recruitment Consultant!)

Recognition: In a non-sales environment, the efforts of the bland and the brilliant merge. In Recruitment what you put into it is what you get out. You can have respect, money, and recognition from your industry colleagues and the happiness that comes from knowing that you're good at what you do.

The Rosy Glow factor: A genuine "thank you" from a Candidate placed in a much longed-for job can be so gratifying, and what a bonus it is that our success is based on finding employment for people. In fact, most Consultants can recall a particular Candidate who we've gone the extra mile for simply because we liked them and we knew that our efforts would be genuinely appreciated.

Brightwater: There are 5 senior staff members who've been in recruitment since the 1980's. We recruit people who see recruitment as a career, a smart career move and a successful choice. Brightwater people have pride in the company and in what they do. Brightwater staff are proud of what we stand for and share including resilience, teamwork, fairness and a great sense of fun. The job is tough. We understand that, and know that by working together we make it easier and happier. We've created a family atmosphere here while never losing our commercial edge.

David Bloch (Managing Director): "The alternative profession". That's the way I've always thought about it and that's what I love about it. All over recruitment, but particularly at Brightwater we take intelligent, professional and 'different' people. Almost exclusively graduates, many with further qualifications including Masters, PhD's, Qualified Accountants and Solicitors. The reason they're thriving here is that on a daily basis they're dealing with other professionals (Candidates and Clients), but not doing the professionals job. The Consultants may have got tired of, or never wanted to sit in a quiet office crunching numbers, reading documents etc.

My background: Born in New York, we moved eight times by the time I was nine, when we landed and settled in Manchester. I went to boarding school and University and after spending a year in London determinedly trying to avoid having to wear a suit, I went travelling for over 3 years. Many experiences were had, good and bad, before returning to England. I wanted to start my career in earnest and looked at Banking, Insurance, Travel... all sorts of things but nothing felt right. A friend was in Recruitment and suggested I consider it. I went for the interview and was offered the job.

Recruitment: I started in the Industry at 26, loved it and was immediately a top performer. I got to meet all the professionals I was used to (in my immediate family there are 2 solicitors, a barrister, doctor and university lecturer) while having colleagues who were intelligent, eloquent, well travelled, interesting and 'people people'. I was part of teams while also being really independent (very important to me). A great paradox is that recruitment attracts individuals who thrive as such - while being part of a team! Recruitment offers great levels of autonomy, entrepreneurship and dynamism and by allowing such independent people their space, they will naturally choose to bond with their other independent colleagues. Recruitment really is "the alternative profession".

If you are interesting in learning more about Brightwater and are seriously considering a career in recruitment, please contact any of the Brightwater Directors: David Bloch, Bernie Cox, Brian Carroll or Ciara Kenny on 01 662 1000 or email us at: d.bloch@brightwater.ie

