

INTERNAL DOCUMENT - COMPANY PROFILE

CLIENT LOGO

CLIENT NAME

Website:

LinkedIn page:

Key Hiring Managers:

Candidate Profile

- For A&F, Audit & Risk the candidates need to be corporate, and polished; there's room for more laid back profiles in FinTech
- For the Amsterdam office they need someone who has done their research on Amsterdam - cost of living, the market, the culture and who is dedicated to moving over and staying in Amsterdam
- They need to 'have some spark about them' - motivated, self-starters, billing minimum of €150k/year for the Amsterdam office, 2-3 years of experience
- LinkedIn profile examples of previous candidates placed with them

The culture

- They have 2 offices, one in London and one in Amsterdam
- Amsterdam office is newer one but working great, they have been sending work to the London office after Brexit
- London Office - around 11 people
- Amsterdam Office - only 3 so far (who will be joining them in a couple of months)
- They are looking to grow both, especially Amsterdam office and they don't want to set targets for headcount, they will hire a good candidate if it's a right fit
- Constantly exploring new markets and new areas to probe into
- No suit & tie in Amsterdam, they are laid back as there are only 3 of them for now
- London office is suit & tie

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Commission Structure

- Threshold defined by the basic
- Each quarter, the employees get 25% of everything above the threshold
- However, annually (financial year), if they hit the following, their yearly earnings are guaranteed at:
 1. Bill £150,000 - £179,999: Basic + bonus = 35% of billings
 2. Bill £180,000 - £199,999: Basic + bonus = 37.5% of billings
 3. Bill £200,000 - £249,999: Basic + bonus = 40% of billings
 4. Bill £250,000 - £299,999: Basic + bonus = 45% of billings
 5. Bill £300,000+: Basic + bonus = 50 % of billings

Selling Points

- They are well established and only looking for established billers for the Amsterdam office
- They offer the company flat - which will help with relocation, for a minimum of 2 weeks
- They take the holiday together every year
- Salary
 1. Up to €32k/year for a Recruitment Consultant
 2. €35k - €45k /year for a Senior Consultant
 3. More than €45k /year for a Manager