

Recruitment Resourcer / Researcher



GrassGreener Group

Produced by
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Managing Director
GrassGreener Group

About us



The GrassGreener Group mission

People don't make a company great. Only the right people, in the right role, doing the right things will make a company great. At GrassGreener our mission is simple; to boost businesses by aligning them with the ideal candidates.

Providing people have the aptitude they can, within reason, learn anything. What really makes for success is when skills, knowledge and behaviour align to create synergy.

We take pride in helping companies find those ideal individuals who help to take a business from good to great.

"If you have the right executives on the bus, they will do everything within their power to build a great company, not because of what they will "get" for it, but because they simply cannot imagine settling for anything less. Their moral code requires building excellence for its own sake, and you're no more likely to change that than you're likely to affect whether they breathe."

Jim Collins, Good to Great

Who are GrassGreener Group?

We're internationally acclaimed executive search specialists, focused on mid to c-suite level leadership appointments in the chemicals, ingredients, and automotive sectors. We work to provide our clients with the ideal individual with the right skills, capabilities, and importantly behavioural traits to perfectly compliment any given opportunity. Our award-winning recruitment process is designed to ensure they're not only able to find and hire your next exceptional candidate, but critically they stay long-term.



Our story

The GrassGreener journey started way back in 2007, in the world of traditional recruitment, however lightning quickly struck and we realised there was a better way.

So, we worked to develop a brand-new methodology and software system to work hand in hand with a retained executive talent acquisition approach.

We called this integrated software system i-intro®, and this fantastic idea and concept has now grown into a hugely successful sister company partnering with hundreds of recruitment businesses across the globe.

Our people

From our foundations as a one-man band, GrassGreener Group now enjoys a global presence with offices in the UK, Bulgaria, and the Netherlands. And together, our exciting and diverse team combine just the right ingredients to lead the way in executive search methodologies and results.

We like to work hard, but we also like to have fun. So, by putting our team's wellbeing at the heart of everything we do, we've created a working environment in which our people can thrive. Our UK headquarters include a state-of-the-art gym and spa, executive membership lounges, with break out and contemplative rooms for when we need to recharge.

Meet the team



PAUL HICKEY
Managing Director



JAMIE PICKUP
Managing Partner



JAMES O'BRIEN
Operations Director



JOHN KUPSE
Management Consultant



MELANIE HICKEY
Operations Support



JULIE LIU
Operations Manager



DINESDE BARROS
Sales Development
Representative



JORDAN GRAVES
Recruitment Resourcer



OLIVIA MORAN
Recruitment Resourcer



ROBBIE HUNTER-PAUL
Marketing Consultant

Sectors

Chemicals Executive Search

Working with some of the most exciting businesses in the chemicals sector, from SMEs to international corporations.

Chemicals industry experts

Operating on a global scale within the wider chemicals industry for nearly 20 years, our team are perfectly placed to help you secure hard-to-find, mid-to-senior level candidates.

Covering a comprehensive range of products (specialty chemicals) such as pigments, surfactants, resins, and additives into markets such as coatings, paints, inks, plastics, polymers, adhesives, sealants, construction, cosmetics and personal care, our knowledge runs deep in terms of market understanding - both technically and commercially.



Ingredients Executive Search

Connecting extraordinary individuals with the most exciting and influential ingredients companies for over a decade.

Ingredients industry experts

Operating within the global flavour, fragrance and speciality ingredients market, our industry expert team have extensive experience filling Commercial, Technical, Operational and Senior Leadership appointments for an international client base.

We pride ourselves on our ability to source and attract top talent, and our commitment to delivering exceptional service to both clients and candidates alike.



Automotive Recruitment

Striving to connect exceptional automotive professionals with outstanding automotive businesses and supercharge the people power within the automotive and machinery sectors.

Driving success in the automotive sector

Working on behalf of numerous industry-leading manufacturers, our specialists have been providing the outstanding people powering the automotive and capital equipment industry for over 25 years.

From manufacturers of vehicles and heavy-duty capital equipment, to suppliers, dealers, finance and leasing companies; our automotive team specialise in placing technical and commercial candidates across the complete automotive and capital equipment industry.



Job Description

Job Title: Recruitment Resourcer / Researcher

Company: GrassGreener Group

Location: Based from Hub26 / Flexible

Job Type: Full-Time, Permanent

GrassGreener Group, a leading executive recruitment firm specialising in the global chemical industries, is seeking a motivated and detail-oriented individual to join our team as a Resourcer / Researcher. In this role, you will be instrumental in identifying and sourcing top talent for our clients through online research, networking, and relationship-building activities.

Key Responsibilities:

- **Conduct Market Research:** Identify potential candidates and companies within designated industries through comprehensive online research.
- **Candidate Sourcing:** Generate target lists of potential candidates using various online resources and databases, creating detailed candidate profiles, including experience, education, and key competencies.
- **Relationship Building:** Develop and maintain strong relationships with potential candidates and industry professionals, ensuring a pipeline of qualified talent for current and future needs.
- **Support Recruitment Consultants:** Assist in scheduling candidate interviews and follow-ups, providing administrative support, and updating the company's recruitment database.
- **Administrative Tasks:** Provide general administrative support to the Recruitment Consultants, ensuring smooth coordination of activities.

Experience and Skills:

- Familiarity with recruitment processes and practices preferred (not essential)
- Experience in related industries is advantageous, but not mandatory.
- Strong organisational and time management skills, with the ability to prioritise tasks and meet deadlines in a fast-paced environment.
- Proficient in using various online resources and databases to source potential candidates.
- Proficiency in Microsoft Office suite.
- Excellent communication and interpersonal skills.
- Ability to work both independently and collaboratively within a remote or office-based setting.
- Comfortable making occasional phone calls for candidate outreach.
- Ability to work from home and travel to the office as required.

Benefits:

- Competitive salary and performance-based incentives.
- Opportunity for career growth, with prospects leading to becoming an Executive Recruiter, with typical earnings in excess of £100k per annum.
- Supportive and inclusive work environment that encourages professional development.
- Flexible work arrangements, allowing for remote work or office-based tasks at Hub26.

If you are a self-starter with a passion for recruitment and talent acquisition, possess excellent research and analytical skills, and thrive in a dynamic environment, we encourage you to apply for this exciting opportunity. GrassGreener Group is committed to providing a supportive and inclusive workplace that fosters growth and development.

A message from our Managing Director

In early 2007, when GrassGreener Group was founded, we established a simple yet incredibly ambitious goal: "To shoot for the moon and become the world's leading Executive Search business." Looking back, a few years later, we can proudly say that we have at least reached the stars. Currently, 96% of the candidates we place remain in their positions after 12 months, and 93% stay after 24 months. Furthermore, 84% of our business comes from repeat clients, 95% of our business is conducted on a retained basis, and we successfully complete 100% of our assignments. We have also expanded our reach by establishing an overseas office, and 60% of our placements are made outside of the U.K.

Our unwavering focus has always been on delivering solutions to our clients and candidates that consistently exceed expectations. Achieving this requires a deep understanding of the frustrations faced by our target market and devising innovative ways to overcome challenges. Our commitment lies in transforming our solutions into exceptional experiences that yield predictable outcomes.

Our achievements have been recognized and celebrated in the industry. A few years ago, we were ecstatic to win the Daily Telegraph Recruitment Business Award for Specialism, Excellence, and Innovation, a prestigious accolade that now graces our boardroom. Additionally, our Executive Chairman and I were featured on the front cover of "Recruiter Magazine" described as "Game Changers."

These remarkable statistics and accolades have not gone unnoticed. In 2012, we encapsulated our successful processes into a ground breaking digital platform called i-intro®, which we made available to like-minded recruiters striving to deliver exceptional service to their clients and candidates. i-intro® has evolved into a resounding success story, boasting over 300 users globally who are reaping the rewards of conducting business the right way.

We take immense pride in the wonderful people we have met, collaborated with, and learned from during our journey. As we look back on our achievements, we eagerly anticipate the future, excited about the continued opportunities to lead the way in our industry.



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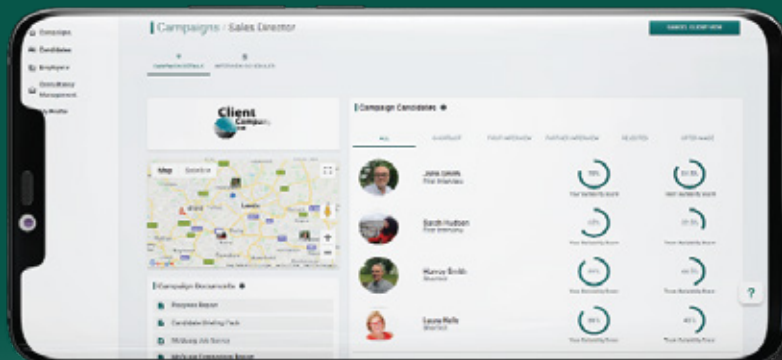


GrassGreener Group

Is a dedicated Executive Search provider with an extensive record of building and strengthening executive and senior commercial/technical teams across the UK, EMEA, U.S.A And Asia-Pacific

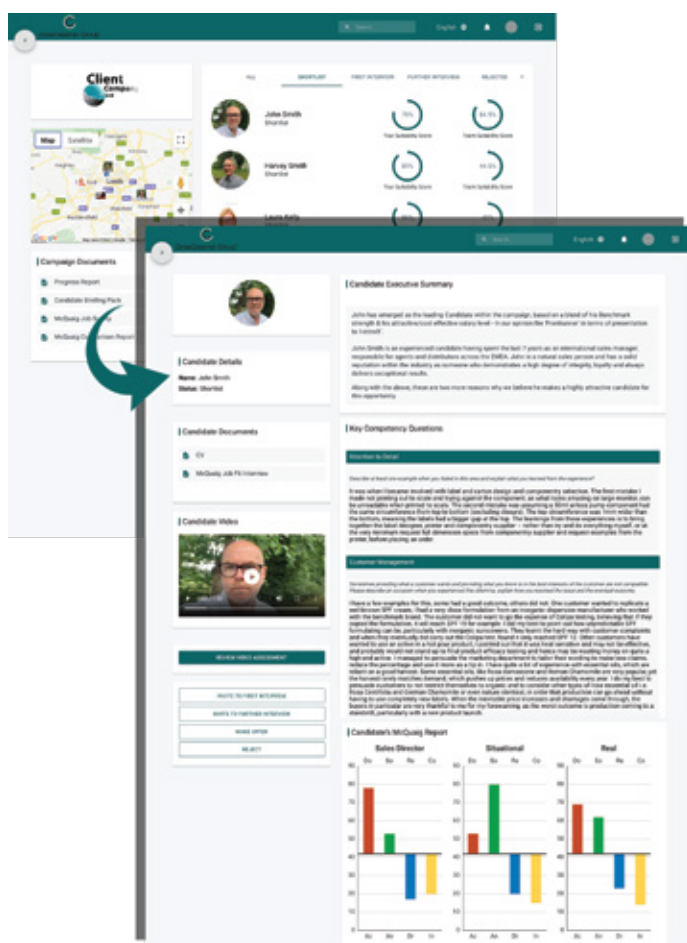
Over the last ten years we've successfully differentiated ourselves through the creation and use of cutting-edge award-winning technology, allowing us to achieve unparalleled results whereby 96% of the candidates they place are still in employment 12 month later.

Ensuring the best possible cultural, behavioural and skills fit is great news for both clients and candidates, leading to your success and ours.





GrassGreener Group



We don't believe that a CV and the usual brief interview process provides employers with sufficient information to make an objective, adequately informed decision, or that it gives candidates sufficient opportunity to showcase their skills, personality or ability in the hiring process.

Instead we have created and developed our own award-winning recruitment methodology and process called i-intro[®] to support and supplement the usual hiring process and procedure.

i-intro[®] improves the way talent is recruited and retained by enhancing the accuracy of hire through a combination of scientific, visual and competency based assessment techniques. This ensures our placed candidates are a true fit with the business and are retained long-term.

i-intro[®] by GrassGreener Group

So much more than just a CV



GrassGreener Group

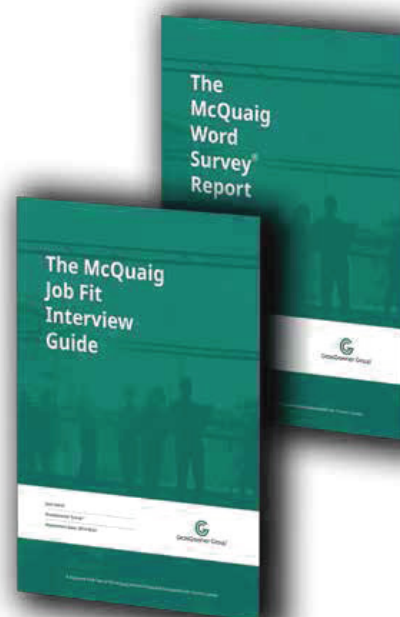
McQuaig Behavioural Assessments

"Find a job you love and you will never have to work again"

We're not just here to find you your next job.
We're here to find you a job you will love.

We measure your psychometrics to find a match to the employers culture to help you enjoy your new position.

That's why 96% of our candidates are still in position after 12 months.



Get in touch

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