

## Veterinary Talent Scout/Recruiter (inside sales)

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Company: CYB Human Resources

Location: India

Category: arts-design-entertainment-sports-and-media

### Job Description

#### **Do you have what it takes to be part of the 20% who excel in this field?**

We're seeking individuals who not only believe they can do this but have the proven ability to execute. Everyone talks the talk, but we need individuals who can walk the walk.

#### **Join Our Team: Are You Among the 20%?**

Did you know that 80% of recruiters fail? It's a daunting statistic, but for those who have the drive, confidence, and determination to succeed, the possibilities are endless.

**Are you ready to make an impact? Keep reading if you're confident in your ability to execute and thrive in a fast-paced environment.**

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### About us

The VET Recruiter is the leading executive search and recruitment firm specializing in the Animal Health industry and Veterinary profession.

We are a team of mission-driven and hard-working animal lovers who share the goal of helping veterinary practices fill gaps in their staff to ensure care is available to pets that need it.

We are proud to be a NAPS accredited search and recruitment firm, and along with exemplifying the highest professional standards, we also work with our recruiters to assist them in obtaining their Certified Personnel Consulting (CPC) status.

## **About you**

You are a dynamic, results oriented individual and enjoy the satisfaction of matching the ideal candidate with the ideal role. Talking with new people on the phone, learning about their experiences, and discussing their career goals is something you enjoy doing during the workday.

Our talent scouts spend their days, learning the ins and outs of recruiting and gaining experience from the best in the business.

Calling veterinarians to converse with them about where they are headed in their professional career.

Speaking with candidates about new positions that align with their career goals.

You are interested in the world of sales and recruiting. You have the skills and can build strong relationships quickly; you have charisma and intuition to land the perfect placement.

### **Responsibilities:**

Develop an understanding of client needs and workplace culture in order to identify, recruit, screen, and qualify candidates.

Track candidates using a variety of channels and tools; work with the recruitment manager to facilitate sufficient candidate flow to assigned locations.

Present shortlisted candidates and provide detailed profile summaries.

Offer guidance and facilitate the negotiation process through to its completion.

Follow up and assist with the candidate's transition and onboarding process.

Build relationships with candidates that endure past the initial placement and grow a strong referral network.

Connect with soon to be Veterinarian graduates and help place them in their first position.

Track hiring metrics and achieve target goals and performance.

Maintains a high level of confidentiality and integrity always.

## **Requirements**

### **Requirements and Skills:**

- Interested in breaking into the veterinary recruiting space. A background in customer service, sales, inside sales retail sales, recruiting, hospitality or working in a veterinary hospital is beneficial for this role.

- Coachable and self-motivated; goal oriented
- Bachelor's degree or above preferred but not required. Degrees that are often a good match include communications, journalism and broadcasting, marketing, psychology, or a general business degree. Recent college graduates are encouraged to apply.
- Strong written and verbal communication skills and a professional demeanor in-person and over the phone. Someone with experience in acting or experience in journalism could be suitable for this role because you have to “think on your feet”.
- Able to multi-task, manage negotiations, and build strong relationships.
- Competitive and works well when there is a goal to reach.
- Effective negotiation, influencing and communication skills. Sales skills.
- Proficient Microsoft Office including Outlook and Excel. Ability to work in an applicant tracking system. Ability to use social media sites like LinkedIn and be able to handle online research.
- Ability to independently compose clear, concise correspondence. Knowledge of proper English usage, spelling, punctuation, and grammar with excellent proofreading skills.
- Knows basic US geography.

## **Benefits**

### **Compensation and Benefits:**

- Base plus unlimited bonus potential
- If monthly goals are met, a minimum of \$2,000 monthly bonus is expected in addition to base
- \$100K+ annual income potential in this role.
- Opportunity to earn additional daily bonuses based on daily contests
- Medical insurance, paid time off and paid holidays
- Excellent training to help you launch your career in professional search and recruiting
- Work a structured schedule, Monday – Friday 8am-5pm in a modern and open office and team environment
- May have the Opportunity to travel and attend trade shows in Orlando, Las Vegas, and other major cities.

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