

# FAQs

## Your recruitment questions answered...



### I've not worked in recruitment before, could I still start with Redline?

No problem! Some of our most successful Consultants have come to us from other careers. Amongst our team we have an ex-police officer, easyJet cabin crew, Co-Op Bank branch manager and an accountant. Most important is that you have the drive to be knowledge-led and provide exceptional service. We're looking for people who are motivated, enthusiastic and energised by the opportunity to work with some incredible people and companies in the exciting technology recruitment sector, and the development opportunities that are offered.



### Can I be successful even though I'm not an engineer and don't really have a technical background?

Of course you can! We focus on hiring passionate, proactive and conscientious individuals who are prepared to get stuck in and have some fun doing it. Through our in-house training programme, InspiRED, and the award-winning online recruitment training platform we use, Recruitment Juice, we can take care of the rest!



### What is InspiRED?

InspiRED is our in-house training programme. New recruits are enrolled on to a 12 week intensive course, with ongoing follow-up and training, where they learn what it takes to be a professional recruiter. Whatever your role within Redline Group we commit to you by providing the continued training, support and professional development you need to thrive and progress.



### What is Recruitment Juice?

Juice is the world's leading online recruitment training platform offering online training for recruitment consultants and managers etc. It's an engaging, interactive and diverse video learning platform using bite-sized video courses. Individuals choose from over 60 courses to suit their needs, each offering a fun and innovative training path that combines advice from industry experts, comedy drama scenarios, tests, quizzes and downloadable documents.



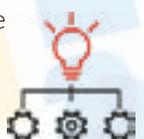
### Can I make a career out of recruitment or is this just a stepping stone?

The UK recruitment industry contributes over £37bn to GDP - It's a massive industry! We're committed to ensuring that hard work is always recognised. Through regular support and appraisals it is easy to progress within the business, and ongoing service is rewarded through increased commission, additional holidays, anniversary celebrations and of course a special treat for true devotees who have been with us for more than 10 years.



### What on-going support is offered?

In addition to our InspiRED training academy, we continuously strive to develop the talent of our teams. We encourage and support Consultants who wish to achieve their REC Level 3 Certificate in Recruitment Practice (QCF) which offers the chance to use the designation CertRP, this is in addition to Social Talent Certifications (become a blackbelt resourcer!) and leadership development courses.





## So, you have a good commission scheme but isn't the base rate really low?

That is the case in some recruitment agencies/in some sectors, but we pride ourselves on offering salaries appropriate to the level of clients and candidates with whom we work – typically degree-qualified 10-year experienced people. We understand that living to your commission is not the most sustainable way of living, however, with Redline you will receive a generous salary whilst also being able to earn those uncapped bonuses!



## I've heard that recruitment can be/ I've worked in other agencies which have been really cut-throat – is Redline the same?

We're not like everyone else. We have targets and goals of course, but we believe in supporting and nurturing our teams so they can be the best they can, which in turn makes our business one of the best in the sector. We have a healthy amount of friendly competition, led by some awesome incentives including trips abroad – but most important is that our employees feel supported and not overly pressured.



## What do people like about working at Redline?

We have a really good crowd at Redline and it does feel like a family. Additionally, we are in a great modern office space (think stand-up desks, meeting pods, an inviting break-out area, countryside views, on-site showers, etc) which is situated in a stylish, sustainable business campus. We also make sure we have a lot of fun, whether it's general banter, the buzz of collaboration, charity Fun Days or dress-down Fridays with the much-appreciated beer fridge, you'll always see people laughing and getting stuck in. Then of course there's the [great benefits!](#)



## What's the hiring process and what will I be asked in the interviews?

We are delighted you are interested in joining Redline Group, this is your first step to a rewarding career. Before becoming part of our family, we need to make sure you're right for us and equally that we're right for you. The process might vary slightly by role and level. Simply send a CV and covering letter stating why you think recruitment is for you or why you love the world of recruitment if you are already experienced, we'll then invite you for a chat to learn about your skills, capabilities, experience level and overall fit for the role and our company. You may be asked to complete a small presentation depending on the specific role you have applied for. If we think you are the right fit to be part of our family (and congratulations!) then we'll present you an offer and employment contract.



If you have any other questions, please feel free to contact us:

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