

A photograph of three business professionals standing on a rooftop overlooking a city. On the left is a woman with long black hair wearing a black blazer over a red blouse. In the center is a woman with long blonde hair wearing a dark pinstriped suit jacket over a blue and white striped shirt. On the right is a man with short black hair wearing a dark suit jacket, a light blue striped shirt, and a dark tie. The background shows a cityscape with buildings and a river under a clear sky.

work for us

professional recruitment specialist

**martinwardanderson**  
a Randstad company



Martin Ward Anderson are the leading specialist financial recruitment consultancy within the UK and Europe, in Commerce and Industry, Banking, Financial Services, Public and Not for Profit Sectors.

- Listed as a “Best Company to Work For” in 2007 and 2008
- Nominated “Recruiter of the Year” 2007
- Accredited as an “Investor in People”
- Part of the Randstad Group – the world’s second largest staffing company
- First-class employee training, development programmes and career opportunities
- Experts in deploying all candidate sourcing tools from contingency to advertised selection and executive search
- Leading advertiser in the UK’s financial press and job boards
- Established relationships with many of the world’s most prestigious corporations and FTSE 500 companies in the UK and Holland
- Outstanding reputation for delivering best-practice recruitment solutions

Significant investment in our selection and recruitment processes consistently identifies top performers who will fit into, and enjoy being part of our company. We don’t seek individuals who have studied a particular graduate discipline but look for those who demonstrate a core set of competencies and behavioural characteristics.

### The right people...

Enjoy a dynamic and stimulating environment as well as excellent career progression; market leading remuneration and transparent incentive schemes. We look for individuals who are

### Proactive

- Prepared to take initiative, add value and take responsibility
- Solution driven, taking a problem solving approach
- Benchmarking performance against other teams, businesses and industries to deliver best practice driven
- Committed to achieving pre-agreed key performance indicators (KPI’s).
- Prepared to exert commercial influence over external relationships
- Willing to take ownership
- Prepared to work to tight deadlines and extended hours as required
- Inspiring to others through pace and attitude in their own work
- Robust recruitment process in place
- 10 week intensive training for new starters

### Knowledgeable

- Informed and up-to-date with market and corporate news and events
- Ability to see and grasp opportunities as they are presented
- Ability to build plans for success that are robust enough to withstand market pressures

### Credible

- Influential over the telephone and face-to-face in the decision making process
- Confidence in building persuasive business cases
- Full understanding of Martin Ward Anderson, its service offerings and benefits to build and maintain strong commercial relationships
- Confident and experienced presenter and public speaker

### Commercially minded

- Strong commercial and market awareness
- Knows what it takes to make revenue and deliver consistent performance
- Understands the importance of the recruitment process

### Outstanding communicators

#### External

- Has the ability to develop candidate and client relationships along commercial lines to generate revenue and create business opportunities
- Communicates in an appropriate business manner at all times
- Is proactive in gaining referrals to facilitate new relationships and revenue opportunities

#### Internal

- Positive attitude and a strong team player
- Drive team success by contributing to the achievement of targets and goals
- Strong and natural communicator, regularly disseminating relevant information



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At Martin Ward Anderson, individuals with the drive and ambition to succeed enjoy exceptional remuneration packages, a component of which is performance/bonus related.

Benefits and incentives include:

- Competitive basic salaries
- Generous individual bonuses
- Team bonuses
- Car allowance
- Standard holiday entitlement of 24 days (rising to 27)
- Annual and quarterly achiever awards incorporating holiday incentive schemes
- Team based incentives
- Private medical insurance
- Company and stakeholder pension scheme
- Long term sickness and disability insurance
- Group life assurance scheme
- Free parking (offices outside London only)
- Childcare vouchers

### How to apply

Interested in joining us as a recruitment consultant? Please send your CV with a covering letter stating why you are interested in a career at Martin Ward Anderson and how you will make a difference to:

email: [careers@martinwardanderson.com](mailto:careers@martinwardanderson.com)

online: [www.martinwardanderson.com/workforus](http://www.martinwardanderson.com/workforus)

post: Martin Ward Anderson  
Internal Recruitment Team  
1-3 Strand  
London  
WC2N 5HR

Martin Ward Anderson is an equal opportunities employer committed to encouraging diversity in the workplace. Applications are welcomed from all sections of society.