

**WE
ARE
HIRING.**

BUSINESS DEVELOPMENT EXECUTIVE





**BE A PART OF
OUR TEAM.**

ABOUT US

We are an award-winning recruitment agency, specialising in the Life Sciences, Renewable Energy, Data Centre and IT Industries.

We place skilled professionals in roles across 30+ countries including the USA, Germany, Italy, China and even the Bahamas!

We operate from offices within the UK (Berkhamsted), USA (RTP, North Carolina), Ireland and Netherlands.



QCS STAFFING AT A GLANCE

15

Awards won in the last 3 years



5

OFFICES ACROSS UK, USA, IRELAND & NETHERLANDS

£115m+ turnover



UNITING PEOPLE SINCE

1992

30 countries where we're fully payroll compliant



110+

QCS STAFFING TEAM MEMBERS

VALUES

Our values were created by our team and we truly live by them every day, they are considered in every decision that is made and ensure we do right by **OUR TEAM**, clients and candidates.



Since joining QCS Staffing I have gained valuable experience, developed new skills, and built a strong professional network.

The company has a supportive and collaborative work environment that really helps employees succeed. There's so much potential for career growth!

Overall, QCS Staffing is a great company to work for and you are guaranteed a rewarding and enriching career!

Rheanon Wight, Recruiter

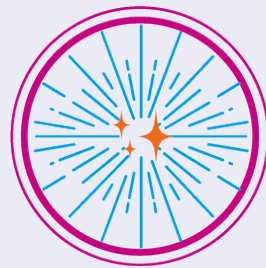
OUR VALUES



We enjoy what we do



We are proud to be different



We value communication



Investment in OUR future



One team

WHY JOIN QCS STAFFING

At QCS Staffing, we believe in recognising success as a team, allowing talented people to progress without limitation and thrive in an environment that is as **DYNAMIC** as it is **FUN**.

Our **'One Team'** ethos reinforces this focus on togetherness and as a result of our constant growth we are always seeking brilliant new people to join the **QCS STAFFING** team.

We have created clear career paths for every member of the team, should they wish to progress in their role.

We are proud to have been named a **'World Class'** Company to work for by Best Companies in 2022 & 2023. As well as ranking **3rd Recruitment company** to work for in the UK.

We are also proud winners Inspiring Herts Awards - **'Investment in People Development'** 2022 and **'Business of the Year (medium to large)'** 2023 and **Business of the Year West Herts 2024**. As well as winning the SIA **'Best Places to Work'** in 2022 and 2023 and the **Grand Prize for Best Staffing Firm to Work For** in UK Ireland.



At QCS Staffing the potential is uncapped in terms of both earnings and career progression. It is a collaborative culture where people are always happy to support each other and go above and beyond. It is not just a work place but an environment with lots going on whether that is charity events, social or sporting events.

- Matt Bowles,
Business Development Manager



BENEFITS



When you become part of the QCS Staffing team, you'll receive some great **BENEFITS** and **INCENTIVES**. These are available to every member of the team, whatever your role. Below are just some of the benefits and rewards on offer.

HYBRID WORKING

CASUAL DRESS CODE

BONUS SCHEMES AND UNCAPPED COMMISSION

HEALTHCARE CONTRIBUTION

20 DAYS PTO INCREASING WITH TENURE PLUS PUBLIC HOLIDAYS

STRUCTURED PROMOTIONAL CAREER PATHS

EARLY FINISH FRIDAY

401K

REGULAR SOCIALS AND ACTIVITIES

PLUS MANY MORE

ROLE OF A BUSINESS DEVELOPMENT EXECUTIVE

Business Development Executives focus on generating new business requirements and building long lasting relationships with clients and candidates. This is a 360 role, mainly focusing on generating new business, as well as searching for and selecting suitable candidates and working alongside the Delivery Team to ensure we provide excellent talent to our clients. By working this way our Business Development Executives tend to generate twice as much gross profit as consultants at other companies, and they don't split commission with the Recruiter.

Business Development Executives also work closely with the Contracts & Compliance Team for matters relating to tax and social costs if the contract placement is non-UK.

All **Business Development Executives** have access to their own LinkedIn Recruiter Licence from the day they start to support them with their business development. As well as an unlimited expense account to travel the world to build longstanding client and candidate relationships. In recent years team members have flown to North America, the Bahamas, all over Europe, the Philippines and India.



“

Working as a Business Development Executive allows you to be in control of your own destiny. The harder you work the larger the reward.

At the same time, you have the opportunity to travel the world, work with clients to improve their business and throw yourself into a fascinating industry!

- Annabel Nangle,
Account Manager

”

L&D

Our Learning and Development Team have over 40 years' recruitment experience between them, and they have created award winning training programmes for the whole team across the business.

This year we have committed to invest 6000 hours in training and will result in team members achieving their full potential and promotional goals.

This continuous learning and development means our top billers consistently bill over £1M every year and consistently hit and exceed their personal and professional goals.



“QCS Staffing genuinely lives by its values, we invest in our future! Since joining in November 2020 I have completed Fast Track to sales and future leader as well as MAPSTAR! All of these have supported my personal development, created the opportunity to challenge myself in a new exciting role and most importantly sharpened the divisions and my business winning skills to overachieve targets and increase earning potential!

– Adam Chaumeton,
Country Manager, USA

L&D

“The L&D opportunities offered at QCS Staffing equips every employee with the skills and knowledge to achieve uncapped success. My knowledge, productivity, motivation, and confidence have all been drastically improved from the training I have gone through over the last five years.”

- Annabel Nangle, Account Manager

Here's just a small selection of the internal training courses on offer:

**MAPSTAR
- 7 MONTH
PROGRAMME
FOR BUSINESS
WINNERS**

**FAST
TRACK TO
RECRUITER**
- 6-8 week programme
for new and existing
Recruiters

**FAST TRACK
TO FUTURE
LEADER**

**TIME
MANAGEMENT**

**GOALS
SETTING**

**EMOTIONAL
INTELLIGENCE**

**NEGOTIATION
SKILLS**

**FINANCIAL
PLANNING
AND
WELL-BEING**

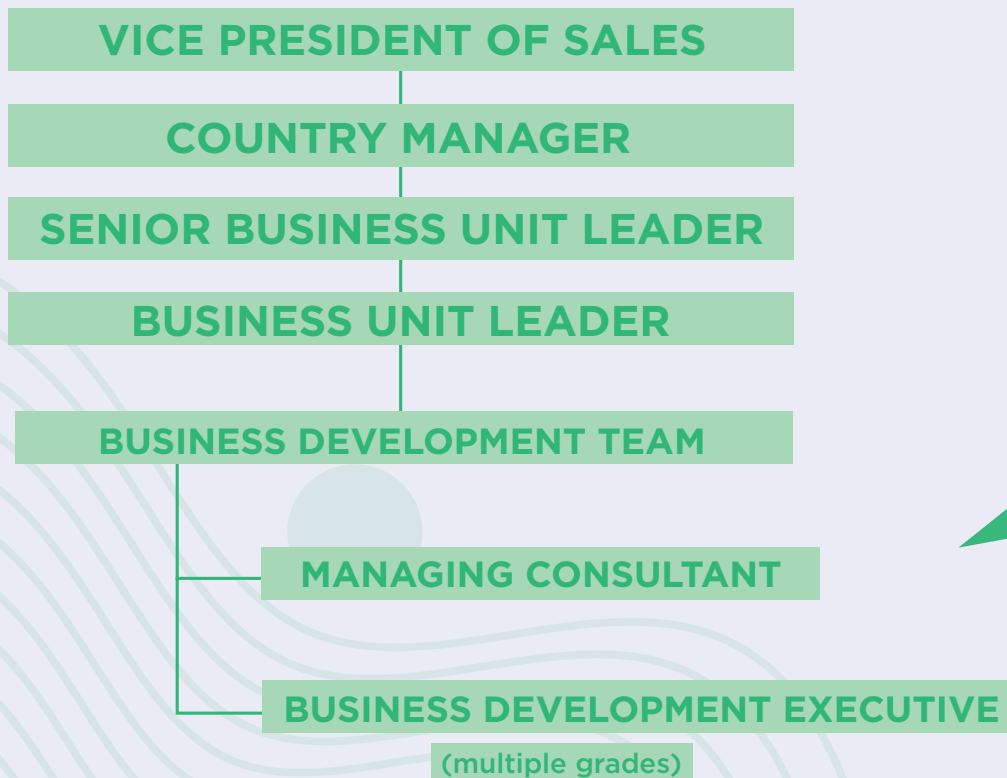
**LANGUAGE
TUITION**

We also send employees on externally run courses where relevant to their role.



CAREER PATH

At QCS Staffing all career paths are clear and structured but your destiny is in your hands, see where the road from Business Development Executive can take you:



“

I joined QCS Staffing in 2010 and ultimately accepted the offer because of the training and promotional pathways that were in place.

The promotional pathways are linked to specific milestones, and when met, you achieve your pre-agreed promotion. This process of clarity around promotions was refreshing and a real motivator for me, this was something I never had in previous companies. I have worked my way through different positions at QCS Staffing, all on the Business Winning side, and was promoted to Chief Sales Officer in 2023.

The journey has been fun, but has also been hard work, but my journey at QCS Staffing has developed me both professionally and personally. Working for QCS Staffing has also afforded me the opportunity to travel, visiting clients and candidates across Europe and the USA over the years and I am very excited to see what the future holds.

Ben Alger - Chief Sales Officer (CSO)

”

Want to know more about joining us?

We would **LOVE** to hear from you.



EMILY HAYES

Talent Acquisition Manager

emily.hayes@qcsstaffing.com | +44 (0) 1442 869 236



JOSEFINE POPE

Senior Talent Acquisition Partner

josefine.pope@qcsstaffing.com | +44 (0) 1442 861 730



PETER THOROUGHGOOD

Talent Acquisition Partner

peter.thoroughgood@qcsstaffing.com | +44 (0) 1442 860 507



Park Offices Drive, Suite 300,
PO Box 1395, Durham NC, 27709

Follow us   

www.qcsstaffing.com

