

— CAN YOU DISPLAY — THE ATA WAY?



Delivering
Excellence



Taking
Pride



Adding
Value



Utilising
Process



Creating
Opportunities

What makes us different? We have the best consultants in the industry, and each and every one of them hold the same core values that we look for. We call these values 'the ATA way' and throughout the interview process, we will be looking for these values in you.

Delivering Excellence



We provide a first class experience during the recruitment process by achieving excellence in all of our activities.

Taking Pride



Every interaction with our clients, candidates and colleagues demonstrates extreme levels of individual and brand pride.

Adding Value



Questioning the immediate expectation, response and size of opportunity to achieve tangible gain and benefit for all parties.

Utilising Process



Our network, expertise and consultative processes provide insight and benefit throughout the recruitment process.

Creating Opportunities



Our processes underpin the quality that drives cost and efficiency gains for clients and enhanced experience for candidates.

OUR VALUES

We want all our employees to be as successful as possible which is why we offer an ongoing training plan. Our training will give you everything you need to continually develop and progress in your career with ATA.

INDUCTION PLAN

Here are just some of the topics you will cover during your induction:



INFLUENCING



CLIENT MANAGEMENT



INTERVIEWING



OBJECTION HANDLING



SALES



WRITING AD COPY



SECTOR KNOWLEDGE



NEGOTIATION



PERSONAL BRANDING



PHONE CALLS

CONTINUOUS SUPPORT

Even after you've finished your induction you're never on your own - we will continue to provide you with support throughout your career with ongoing training including:



MANAGEMENT
ONE-TO-ONES

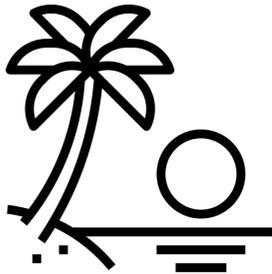


QUARTERLY
APPRAISALS



TEAM PROGRESS
REVIEWS

TOOLS AND
TRAINING



BUY ADDITIONAL
DAYS



CYCLE TO WORK
SCHEME



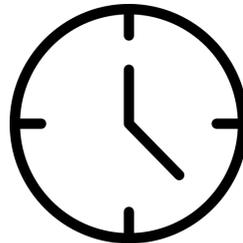
EMPLOYEE ASSISTANCE
PROGRAMME



UNCAPPED COMMISSION



ANNUAL TRIPS



FLEXIBILITY



ANNUAL AWARDS



QUARTERLY
INCENTIVES

BENEFITS AND INCENTIVES

Our success is down to our employees and we believe it is important to reward their hard work. Working for us is more than just a competitive salary - we invest in our employees and we invest in your future.

PROGRESSION

We believe in promoting internally! Our progression is mapped out and based solely on performance. From day one you will know exactly what is required from you to enable you to develop. Although our progression is structured, there are various routes available dependant on where your skill set lies. Here are some of the roles available at ATA:



SALES

- Client Relationship Manager
- Business Development Manager
- Principal Consultant



DELIVERY

- Talent Sourcing Specialist
- Senior Talent Sourcing Specialist
- Delivery Manager



MANAGEMENT

- Managing Consultant
- Divisional Manager
- Branch Director



BUSINESS SUPPORT

- Talent Acquisition
- Marketing
- Compliance

INTERVIEW PROCESS

Our interview process consists of two stages which will allow you to show us your attributes and values.

STAGE ONE

The first stage of our process will be a face-to-face interview. We will sit down and go through your CV and have a chat about your skill set, background, aspirations and what motivates you. As well as us getting to know you, it's important that you get to know us, so please ask as many questions as you need. The interview typically lasts around 45 minutes to an hour.

STAGE TWO

If you are successful in the first stage interview we will invite you back for a second stage. We will assess your preferred style of working with the Thomas International PPA, and give you an idea of what it's like to work for us. You will complete a task-based activity and showcase your ability with a presentation to the management team. You will also be given the chance to meet your potential colleagues and ask any questions.

LEADERSHIP TEAM

We believe in the development of our staff and this is evident in our organisation chart. The majority of our management team began their career with ATA as Trainee Recruitment Consultants, and have quickly progressed to where they are today.

AP

ANDY PENDLEBURY

GROUP CEO

[VIEW PROFILE](#)

SD

SARAH DYE

GROUP FINANCE DIRECTOR

[VIEW PROFILE](#)

PD

PAUL DICKENS

OPERATIONS DIRECTOR

[VIEW PROFILE](#)

CO

CHRIS O'CONNOR

HEAD OF PROJECTS

[VIEW PROFILE](#)

JW

JASON WATSON

DIRECTOR - NORTH

[VIEW PROFILE](#)

CA

CHRIS ADDISON

DIRECTOR - MIDLANDS

[VIEW PROFILE](#)

SH

STEVE HARRHY

DIVISIONAL MANAGER

[VIEW PROFILE](#)

ML

MARK LAMB

DIVISIONAL MANAGER

[VIEW PROFILE](#)

RB

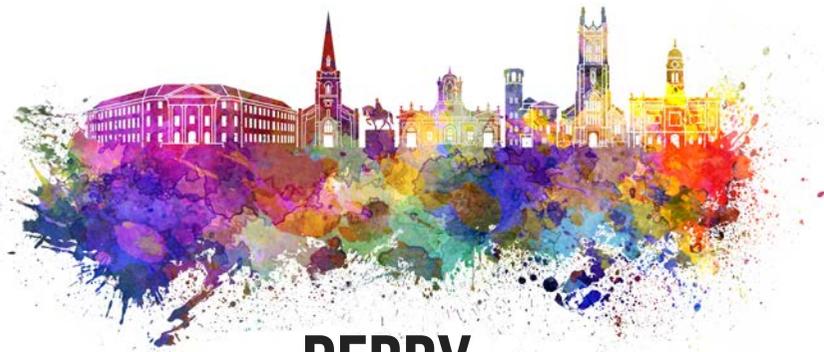
RACHAEL BAILEY

TALENT ACQUISITION MANAGER

[VIEW PROFILE](#)

OUR OFFICES

We have four offices across the UK in four excellent locations.
Click on the city below to learn more about your potential
workplace.



DERBY



LEEDS



LONDON



LEICESTER

PART OF SOMETHING BIGGER

Founded in 1963, ATA Recruitment is part of the AIM-listed RTC group. The group consists of three successful recruitment businesses that operate worldwide.

RTC GROUP



FOUNDED

1963

STAFF

200

2017
GROUP TURNOVER

£71.7M

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