

Challenge yourself. Be a recruiter...

People are our business....

The challenge of executive recruitment is obvious - we are in the prototypical "people" business - where our product talks back and has a mind of its own. It is our keen ability to assist and influence in shaping an individual's career and to serve as their "career agent", which provides genuine job satisfaction. It is this challenge that attracts the high caliber professionals who join Hexagon Executive Search as a first or next step in their career, as we offer one of the most comprehensive, demanding and rewarding careers available.

Hexagon owes its rapid growth to a consulting and support team of exceptional skill and quality. Indeed, recruiting consultants for our own firm is the most difficult and critical assignment we encounter each year. We insist on recruiting talented people who have a high degree of motivation, who are eager and impatient to learn, who possess real drive and energy, and who strive to work hard and play hard in a dynamic business environment.

In this section, we have set out honestly and simply what we truly believe the world of recruitment is all about here at Hexagon. We hope this will help you to understand more about what recruitment entails and why joining Hexagon could be one of the most prudent career decision you could make.

What does a recruitment consultant do?

A recruitment consultant is the intermediary between companies seeking to recruit professional staff (The Client) and professional staff (The Candidate) seeking a career move. However, this process has endless variations and complications depending on such factors as the skills and experience required, the environment and career development offered and just as importantly, the personality and culture fit. It is the executive recruitment consultant's job to facilitate this exercise for both the employer and the job seeker and to satisfy both.

A fundamental part of this process is to obtain information by talking to, and meeting with, people: You talk to and meet potential and existing clients to find out about their business, their culture, their current and future recruitment needs, and to develop a loyal and powerful relationship with them -- so that when it comes time to recruit a professional, they choose to use Hexagon's services. Since some clients are not aware of, or are even skeptical about the benefits of using our services, you also have to "sell" to them those benefits.

On the other hand, you talk to and meet job seekers to assess their skills and experiences, their career goals, and their suitability for different positions. The more information and therefore the more knowledge you have, the more opportunities you can create in bringing your clients and candidates together in a successful match or placement. And while Hexagon has a good name in the marketplace (don't take our word for granted - ask around) and provides considerable internal support, YOU will largely make it happen for yourself by being proactive, persistent and professional.

It is also a common view that we are in the "human resources" business, but this is inaccurate. While "professional recruitment and selection" is a vitally important component of our clients' human resources function, for us recruitment is a "sales and marketing" business - we are "selling" our services to our clients and the only difference (although a significant one) between ours and other business services is that our "product" walks and talks and has an opinion about whether it wants to be sold. Executive recruitment in Hexagon is a fast and frenetic environment - it is no place for you unless you can work at a brisk pace, in a highly charged work environment and can cope with being constantly available and responsive to your clients and your candidates. You will also regularly experience the lows of rejection and disappointment as well as the highs of success.

What will make you successful?

There are no hard and fast rules as to who will be successful in recruitment, since the range of businesses covers a number of disciplines and levels of recruitment. Opportunities generally exist for ambitious individuals with either (although not exclusively):

- A proven track record within one of the business verticals we service (i.e. Information Technology, Engineering, Automobiles, Auto components, Engineering Services, etc.)
- General business or sales and marketing experience
- Previous recruitment experience

The structure of each business depends on each sector you work in. However, teamwork is always the common denominator. The individual needs of clients and candidates are serviced by a dedicated team, which frequently comprises of consultants specializing in either the business vertical or permanent who specialize in recruitment for certain management levels.

Here are some key attributes we look for:

Your attitude

Your attitude will make or break you. If you are positive, motivated, persistent and well organized you will succeed. It may take you a while but if you have these tools and you are an excellent listener, we will make every resource available, to help you fulfill your potential.

Your Commitment

Commitment is the key to your success in our business. We are definitely not a 9 to 5 organization! You must be prepared to put in the hours consistently and make productive and creative use of your time. In return, we can promise you a rewarding, "work hard, play hard environment".

Your level of activity

Particularly in the early stages of your career at Hexagon, your day is spent making telephone call after telephone call to reach prospective candidates and clients. This high level of activity has a direct correlation to your future success.

Your teamwork

We rely on teamwork and so it is important that you thrive on working within a team towards a common goal, that you trust your team-mates and they can trust you.

Your judgment

Recruitment requires sound judgment and keen insight into human nature. You rely on your judgment when you make hundreds of decisions every week on business opportunities and situations. Other people rely on your judgment when you are recommending they meet a candidate or a client. Sound judgment will come from listening and learning, as well as experience and plain common sense.

Why is Hexagon Executive Search different?

There are three main differences:

1. Our people

We spend a significant amount of time during our interview process trying to get to know the real "you". Our interviewing process enables us to assess your ability to work in teams, which is integral to your success at Hexagon. Our collaborative approach is unique in the recruiting industry and offers great benefits to you. All information regarding clients and candidates is shared, thereby improving our individual and team results.

Everyone works together as a team - NOT as a collection of individuals, thereby improving our individual and team results. Compared to the industry standards, we have a dramatically lower turnover of personnel because people feel comfortable within our environment, are well remunerated, and have access to new career challenges.

2. Our specialization

We are great believers in specialization and focus, because we recognize that by dedicating all our resources to a particular market niche and then working on being the best in that niche, gives us a huge competitive advantage. This specialization is reflected in our status of being preferred partners to many premier organizations based in western India.

3. Our recruitment methodology

Upon obtaining a thorough understanding of what our client's particular recruitment needs are, we put together a tailored recruitment solution, which may be a combination of searching our candidate database, advertising and/or targeted search/headhunting. We maintain an extensive database of candidates and we invest heavily in this database to ensure that you, as a consultant and therefore your clients, have access to the best candidates in the marketplace. We train you thoroughly to use this database effectively to beat our competitors on the quality of candidates and speed of service. Further, we have a team of dedicated researchers to network across the marketplace in order to identify the best candidates for even the most difficult searches.

The interview process and training

We do have an exhaustive interview process that involves you talking to many different people within the company about yourself, your skills and experiences, as well as your career and personal life. We may also ask you to take some behavioral assessments which assists us to determine your aptitude for the job. Since the majority of our consultants do not have prior recruitment experience, we obviously train and develop you in the skills and techniques you need to be successful, and continue with this training throughout your career. During your "apprenticeship" you will work closely with an experienced mentor who will guide you through the challenging early stages.