

Welcome to Phaidon International



About us

Phaidon International is a global recruitment company that was established in 2004 in London. Our Founder and then-CEO, started the business in his bedroom, beginning what would become an exciting story of international growth.

Since then, Phaidon International has come to be recognised globally as an industry leader in delivering micro-specialist talent solutions to some of the largest, most innovative and prominent institutions in the world. That means we matchmake rare and incredibly talented people with world-leading organisations.

As a private-equity backed recruitment company, we have an established track record of increasing profits every year since inception. Following this exceptional success, the group secured institutional investment from Quilvest Private Equity in 2018.

This investment has enabled the group to continue on our journey of growth and professionalisation, by expanding into new markets and opening multiple offices around the world.

There isn't a more exciting time for you to join our team!

Our story so far

Over ten years ago, we were just a one-man band. Today, we've grown into an international business with over 700 people, and we're not stopping there. This is just the start.

Brand Launches:



Office Openings:

2004



London

2008



Singapore

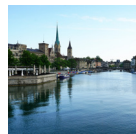
2011

2012

2013



New York



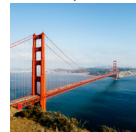
Zurich

2014

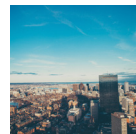


Hong Kong

2015



San Francisco



Boston

2016



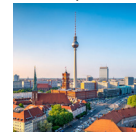
Chicago

2017



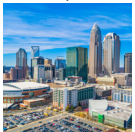
Dallas

2018



Berlin

2019



Charlotte



We're growing rapidly

At Phaidon International, we take pride in our organic growth model and strive to promote from within, whenever possible. We are dedicated to ensuring that every employee working under the Phaidon International umbrella has the resources and training required to help them achieve their full potential.

As a company that is growing rapidly, we put a lot of effort into developing our junior staff of today into our leaders of tomorrow. Whether you want to have a career that takes you international, gives you a quick route to management, funds the lifestyle that you have always dreamed of, or enables you to work across multiple business units, Phaidon International offers the best platform to fuel your biggest ambitions.

This is just the start. We are on track to see our global headcount grow from the 700 colleagues we currently have to over 1,000 people by 2020.



Harry's story

I'm sure you've heard it all before, "We'll help you unlock your full potential." But we really mean it here. Did you know our CEO, Harry Youtan, started out as an entry-level recruiter at Phaidon International?



Following a very successful 6 years building out teams in London, he was given the chance to set up our US business at the age of 26. Under Harry's guidance, the business expanded quickly across the US market, growing from just 7 consultants in New York, to more than 300 consultants in 6 offices nationwide. We were also listed as a Top 4 Fastest-Growing Staffing Firm in 2015 and 2016, expanding faster than any other recruitment company had managed to in recent history. Following this exponential success, Harry was both promoted to CEO and named as one of the Most Influential People in the North American Staffing industry, and was included on the 2018 Staffing Industry Analysts "40 Under 40" list.



At Phaidon International, there are hundreds of stories like Harry's. While not everyone can be CEO, our people continue to achieve things they never thought possible when they first began their careers. What could your story be?

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There aren't many businesses where you have the chance to craft your own career from entry-level to CEO, with multiple opportunities to forge the future of the group.

Since joining Phaidon International in 2007, I have seen the amazing growth first-hand and have been lucky enough to be surrounded by talented and driven individuals; all striving to achieve their potential and the business's potential together.

Harry Youtan



Our brands

Phaidon International is the parent company of five leading specialist recruitment agencies that operate across four key market verticals.



PHAIDON
INTERNATIONAL



Financial Services



End-to-End
Supply Chain



Life Sciences



Technology



Engineering &
Infrastructure



Reimagine your potential

Are you a motivated and driven individual in search of a long-term career opportunity?

If so, then you are just the type of person that Phaidon International is looking for!

We are looking for people that want an opportunity to help build a business, to help expand into new markets, to build teams and to move up the career ladder very quickly.

Our company is committed to making sure that our employees' careers are exciting, fulfilling and rewarding. The expansion plans in place offer highly entrepreneurial growth potential for all of our employees.

The role of a recruiter

Recruitment is like matchmaking - but for careers! We help people and companies find each other and grow. We focus on providing this service to exceptional professionals, who have spent years honing their skills and experience, and to world-leading organizations looking for specialist talent. As a full-desk recruiter, you'll work directly with our clients and candidates to manage the entire talent acquisition process for both parties.

Recruiters wear many hats. We serve as consultants, hiring partners, company ambassadors, networkers, advisors, negotiators, and sales-people - all in one!



You'll develop your **business** by bringing on new clients and nurturing existing relationships.



You'll **partner** with HR departments and various hiring managers at client companies and provide them with talent solutions by understanding their hiring needs.



Using **networking**, advertising, headhunting and social media, you'll approach highly qualified and specialized candidates.



You'll gain an interest from the right candidates and make an **introduction** between your candidates and clients.



From start to finish, you'll **manage** the entire process including the interview, preparation and debriefs for both parties.



You'll **negotiate** candidate salaries and resignations, and follow up with both parties after the placement is made to gather valuable feedback.

Career paths

We don't believe in glass ceilings.

We believe in giving our people incredible opportunities. In fact, the more you put in the quicker you'll progress.

Our consultants can become managers after just 18 months. Many of our people relocate internationally to one of our many other offices around the world.

We've even seen some of our people pay off their student loans and buy their first house by the age of 26.

What will you do with your opportunity to Reimagine Your Potential?



International Relocation

Push yourself out of your comfort zone by living and working in another culture. You'll be familiar with how everything works but you'll gain an insight into new cultures, different markets and a diverse range of customer habits that you may not have experienced before.



Market Specialism

Become a market expert by developing an in-depth understanding of the intricate workings of a particular market and how that shapes both our business globally as well as the relationships that we have with clients around the world.



Functional

IT, Learning & Development, Talent Acquisition, Finance, Marketing, Operations



Key Account Management

Raise your profile by using your expertise to build strong relationships with some of the biggest client accounts that we have around the world. You'll be networking with many of consultants globally to deliver for clients on some large projects, impacting the business in a large way.



Management

Use the experiences that you have gained to work with and develop your own team, and our leaders of the future. You'll get involved with writing and delivering strategies for your departments that will help support the growth of the business as a whole.

Learning & Development

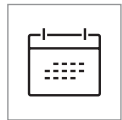
Supported by one to one coaching throughout your career.



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| <ul style="list-style-type: none"> ▪ Clear onboarding plan ▪ Understanding life at Phaidon ▪ Training needs analysis ▪ Assigned mentor ▪ Using tech to make money ▪ Steps to success programme ▪ Recruitment law | <ul style="list-style-type: none"> ▪ Developing a candidate network ▪ Candidate interview skills ▪ Marketing candidates effectively ▪ Building a client portfolio ▪ Creating success from client calls ▪ Taking and managing vacancies ▪ Building a client strategy ▪ Winning at client meetings | <ul style="list-style-type: none"> ▪ Selling to different personality types ▪ Perfecting your pitch ▪ Maximising your clients ▪ Time management ▪ Negotiating tactics ▪ Networking ▪ Managing client expectations | <ul style="list-style-type: none"> ▪ Identifying strategic key clients ▪ Developing key buying influencers ▪ Using market forces to win ▪ Creating key sales objectives ▪ Neuro-linguistic Programming ▪ The 80:20 principles ▪ Presentation skills ▪ SWOT analysis ▪ Client service reviews | <ul style="list-style-type: none"> ▪ Developing a hiring strategy ▪ Creating success through others ▪ Succession planning ▪ Performance management ▪ Understanding budgets | <ul style="list-style-type: none"> ▪ Creating a vision and strategy ▪ Motivation theories ▪ Leadership basics ▪ Coaching skills ▪ Networking ▪ Driving a successful team | <ul style="list-style-type: none"> ▪ Team formation ▪ Influencing techniques ▪ Managing through change ▪ Communication styles ▪ Building your business ▪ Situational leadership ▪ Motivation and engagement ▪ Belief busting ▪ Finance 101 | <ul style="list-style-type: none"> ▪ Economics for managers ▪ Competitive strategy ▪ Corporate strategy ▪ Financial accounting ▪ Management accounts ▪ Changing behaviours ▪ Culture as a leadership tool |
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Perks & Benefits

We offer our employees a benefits package that includes a competitive base salary, uncapped earnings on commission, generous annual leave allowance, and more. In addition to our benefits, Phaidon also offers a number of less formal perks that contribute to our exciting office culture.



Holiday days (24 working days paid holiday plus bank holidays)



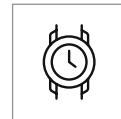
Local L&D programme



Lunch outings at high end restaurants



Uncapped earning potential



Rolex® watches for annual top performers



Team social events



Discounted gym membership (eligibility varies by office location)



Summer sports days



All-expenses paid international trips for top performers



Half day off on your birthday



Weekly happy hours



Christmas party



www.phaidoninternational.com



Phaidon International



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