

Company: Success Pact Consulting Private Limited
Job Title: Director Recruitment
Location: Noida, Uttar Pradesh
Job Type: Full-time (Work from Office – 5 days in a week)
Required Experience – 8+ Years

Position Summary

The **Director Recruitment** at Success Pact Consulting will be responsible for managing the P&L, building and developing a high-performing recruitment team, and generating revenue through strategic client relationships and leveraging an extensive network. This role requires strong leadership, strategic thinking, and excellent interpersonal skills to drive business growth and maintain our high standards in recruitment practices.

Key Responsibilities

- **P&L Management:** Oversee the recruitment department's financial performance, ensuring profitability and cost-effectiveness.
- **Team Building & Management:** Recruit, develop, and mentor a high-performing recruitment team. Foster a positive and productive team environment.
- **Revenue Generation:** Utilize an extensive network to identify and secure new business opportunities. Strengthen relationships with existing clients to ensure deeper penetration and consistent revenue streams.
- **Client Analysis:** Analyse client requirements and develop effective recruitment strategies.
- **Training & Mentoring:** Train, mentor, and support the recruitment team.
- **Process Management:** Manage the screening and interview processes.
- **KPI Compliance:** Ensure consistent KPI compliance and results.
- **Business Development:** Prepare business presentations and proposals.
- **Change Management:** Handle change management and different personalities within the team.
- **System Compliance:** Ensure 100% compliance with systems and processes.

Critical Competencies

Leadership and vision, High business acumen, Communication and interpersonal skills, Strategic decision-making, Analytical and problem-solving abilities, Personal and organizational branding

What is Required

- Strong experience in the technical recruitment domain, preferably within software product development companies.
- Entrepreneurial mindset with a results-driven approach.
- Strong experience in team management and business development.
- Excellent network and client relations.
- Highly energetic with a strong desire to succeed.
- B.Tech OR MBA in HR or a related field from a reputed institution.
- Minimum of 8 years in recruitment and team management.