

# AMBITIOUS BENEFITS FOR AMBITIOUS PEOPLE



# GROWN UP BENEFITS FOR GROWN UP PEOPLE...

We're proud of the benefits we offer our team. In 2020 after listening to employee feedback we introduced new benefits including, private health, life insurance and enhanced maternity & paternity leave. On top of these benefits, we also provide all our team with industry leading training.

We know our team have lives outside of work, and have commitments that sometimes need seeing to during working hours. If this is the case, you deal with your personal commitments. We are a grown up company and if you need to stay home to look after your poorly child that's no issue, if you need to do the school pick up at 3pm, just go.

**We are all adults and we will treat you like one, with trust and respect.**

## OUR BENEFITS ARE EMPLOYEE LED...

“With a growing team, we now work hard to ensure that we provide all our colleagues a culture, brand and workplace they are proud to be a part of, with health and wellbeing at our core.

To really put our ‘money where our mouth is’, the whole team can now take advantage of private healthcare (for themselves and immediate families), life insurance, confidential personal helpline, enhanced maternity and paternity schemes, flexible working patterns / locations and an increasing number of holiday days the longer people stay with us, not to mention your birthday off – the list goes on...”

**Robin Tossell**

Founder & Managing Director



# WHY JOIN AMBITIOUS GROUP...

## WE ARE PASSIONATE...

All our team are passionate about their specialist sector and working at Ambitious Group. We all take pride in everything we do, offering the best possible service to candidates and clients.

**We ensure our passion is shown through even the smallest of tasks.**

## WE ARE PROVEN...

Founded in 2014, we have proven industry knowledge. The majority of our consultants are from the property sector and made the switch to recruitment at Ambitious Group. We have a combined 160 years of property and recruitment experience – **that's why we're confident in calling ourselves experts.**

We offer industry leading training to every member of the team, so if you're not from a recruitment background don't panic, with the right mindset you'll be up to speed in no time.

# WE ARE AMBITIOUS GROUP...



# AMBITIOUS BENEFITS FOR AMBITIOUS PEOPLE...

## THE BASICS

- iPhone
- Laptop
- Industry Leading Training
- LinkedIn Recruiter Licence
- Dedicated Resourcer
- Full Admin Support
- 23 Days Holiday as standard
- Extra Day Off for Birthday
- +1 Extra Day with Every year of Service
- Up to 28 Days Holiday

## SHOW ME THE MONEY

- Annual Salary Reviews
- Quarterly and Annual Bonus
- Negotiable Basic Salary
- £3,600 Car Allowance
- Transparent Commission
- Career Progression
- Up to £100k OTE

## MIND, BODY & SOUL

- Employee Assistant Programme
- Cycle to Work Scheme
- Mental Health First Aiders
- Private Healthcare
- Up to 40% Gym Discount
- Eye Tests
- 24/7 Private GP Access
- Death in Service
- Enhanced Maternity & Paternity

## THE SOCIAL SIDE

- Team Building Days
- Quarterly Company Socials
- The BEST Christmas Parties
- Quarterly Awards
- £100 Voucher for Award Winner
- Weekly Incentive Competitions
- Charity of the Year



# GETTING THE BASICS RIGHT...

## EQUIPMENT

To be successful in your role **we need to make sure we get the basics right.** When you join Ambitious Group you get:

- ▲ iPhone
- ▲ Laptop
- ▲ Industry leading training

### All recruiters receive:

- ▲ LinkedIn Recruiter Licence
- ▲ Dedicated Resourcer
- ▲ Full admin support

## HOLIDAY

Our holiday allowance starts at 23 days per year **rising with each year of service.** You also get an additional day every year for your birthday!

You get:

- ▲ 23 days holiday, including 3 days for a Christmas shut down
- ▲ An extra day for your birthday every year
- ▲ +1 day extra off with every year of service, capped at 28 days total

## COME ON THE JOURNEY WITH US...

“Recruitment can be a tough industry, so we are keen to highlight to EVERY person in the business that we want them to **come on the journey with us and reap the long term rewards,** so not only do we have a ‘best in class commission and bonus structure for our Consultants, but everyone benefits from our quarterly awards, regular team events, annual weekends away and much, much more!”

We continue to move forward and **strive to become the market leaders in the sector across the UK,** and with our investment in our people, our ongoing training & development program and the very latest recruitment technology, we are sure to succeed”

### Robin Tossell

Founder & Managing Director



# £ SHOW ME THE MONEY...

## UNCAPPED EARNINGS

We place **no cap on commission** so you can earn as much as you want! On top of that we offer:

- ▲ Annual salary reviews
- ▲ Quarterly and annual bonus
- ▲ Negotiable basic salary that is above the standard in recruitment

## CAR ALLOWANCE...

All of our recruiters are given an annual car allowance of £3,600

## COMMISSION

We're transparent about the **industry leading commission** you can earn!

BILLINGS	COMMISSION
£90,000	£4560
£125,000	£15,410
£175,000	£27,910
£200,000	£34,617
£250,000	£46,660

## CLEAR AND STRUCTURED ROUTE TO PROGRESS...

“Coming from a Senior position within Estate Agency, it was important to me that there was a **clear and structured route to progress at Ambitious Group**. That is exactly what I have received so far from and currently working towards my next goal.

I came into the business as a Recruitment Consultant. I was set the task of achieving a target on billings and quality to earn a promotion to Senior Recruiter, I achieved this in eight months! The next step for me was to reach Managing Consultant level. **I was given a clear financial target to achieve** and also had to display managerial and leadership qualities **I achieved this in nine months!**”



**Matthew Iles**  
Managing Consultant





# MIND, BODY AND SOUL...

## MIND

We know that in order to perform your best **you have to feel your best**. As a small company we offer you:

- ▲ Employee Assistant Programme for mental health support
- ▲ Cycle to work scheme
- ▲ Mental Health First Aiders



**Sophie Marshall**  
Talent Consultant  
Mental Health First Aider



**Wayne Illingworth**  
Resourcer  
Mental Health First Aider

## BODY

After successful completion of probation we offer all members of the **team private healthcare and life insurance**.

- ▲ Private healthcare
- ▲ Up to 40% discounts at exclusive gyms
- ▲ Eye Tests
- ▲ 24/7 private GP access
- ▲ Death in service - 4x your annual salary



## SOUL

We offer **enhanced maternity and paternity leave** to new parents so you don't need to worry about finances

### Maternity – On top of statutory we offer:

After two years service:

- ▲ Weeks 7 to 26 at 2x statutory maternity pay or 2x 90% of average weekly earning (whichever is lower) and commissions paid on return to work over three months

After three years service:

- ▲ If returning within 6 months, full basic salary for the 6 months period and commissions paid on return to work over three months.

### Paternity – On top of statutory we offer:

- ▲ After 12 months service – one week at full pay
- ▲ After two years service – two weeks at full pay
- ▲ Ante natal appointments (up to two) as paid additional leave (Full pay)



## THE SOCIAL SIDE...

### TEAM BUILDING DAYS

We know the idea of team building days typically get an eye roll but ours are different.

In March 2022 we took the entire company on a **3 day luxury jaunt to the Lake District**, where we all enjoyed quad biking, shooting, the spa, private dining and many more experiences to say thanks to the team for all their hard work!



### COMPANY SOCIALS

We value all the hard work our team put in so as a small gesture of gratitude we host a number of (non-compulsory) **team socials throughout the year**. Most recently the entire team headed out to Harrogate for an all-expense paid dinner and drinks night out (we even put the team up for the night).

We may be biased but we also host the BEST Christmas parties! Every year we head to YurtBar in Leeds for food, drinks and festivities!



### QUARTERLY AWARDS

New to 2022 our quarterly awards include:

- ▲ Rising Star
- ▲ Employee of the Quarter – voted for by the team
- ▲ Top biller

**The winners all receive a £100 voucher of their choice.**

We also host weekly incentive competitions with a range of prizes to be won





# GIVING SOMETHING BACK...

Every year the team vote on our dedicated charity partner. In 2022 we chose Saint Michael's Hospice. A local charity supporting people and their families through end of life care.

**So far this year we have raised over £1000 in online and offline donations**

We have: Walked the Yorkshire Three Peaks, thrown a paper airplane competition, hosted an ambitious quiz, raffled off incredible prizes, baked to success and so much more!

**As a company, we have also pledged to match all donations made this year**



# LOCATION, LOCATION, LOCATION...

We're based in **Knaresborough, North Yorkshire**. We have the best of both worlds – a bustling town a mile down the road, countryside on our doorstep and easy access to motorways.

We're only a short drive from Leeds City Centre so this really is the perfect place for those looking to escape the City.

**We have team members that travel to be here from across Yorkshire, Manchester and Lancashire!**

## WHAT'S AROUND US...

### KNARESBOROUGH TOWN...

5 minute drive  
20 minute walk

### YORK...

45 minute drive  
30 minute train

### HARROGATE...

15 minute drive  
7 minute train

### LEEDS...

45 minute drive  
45 minute train

"The main reason why I commute a long distance is that I genuinely like the company and the office environment. Having worked in an office for years and then working from home for 2 years I was nervous about attending an office. However, **everyone was welcoming and friendly** but one thing stands out is that Robin has created an **amazingly relaxed and non-pressure environment** allowing us to perform."

**Simon Scott**

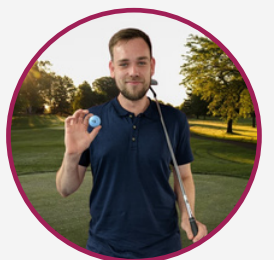
Recruitment Consultant  
**Travels from Preston**



"For me, the commute in the morning gives me the opportunity to get some caffeine into the system and whack on my Spotify playlist to get me set for the day ahead which I enjoy! Coming to the office itself I enjoy as there is no better place to learn when your more experienced colleagues are sat alongside you and equally, **I enjoy the atmosphere and everyone that works here so I wouldn't think of being fully remote again!**"

**David Cooper**

Recruitment Consultant  
**Travels from Manchester**





AMBITIOUS  
GROUP

**Are you Ambitious in your career?  
Get in touch today!**

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