

WE ARE HIRING

EXECUTIVE SEARCH
RESEARCH



HR@ESR.GLOBAL

· PROJECT BASED · PART-TIME · FULL-TIME · INTERNSHIP/TRAINEE



WORK FROM ANYWHERE IN THE WORLD AS A
GLOBAL ANALYST OR HEADHUNTER

WWW.ESR.GLOBAL

ABOUT ESR

ESR is a successful global boutique recruitment research firm, which is an outsourcing partner to leading executive search firms and companies in the U.S and Scandinavia. We have been in business for 25 years and work with filling key positions for many of the most exciting companies in the marketplace.

We are now recruiting career driven and ambitious individuals for exciting internal roles as Analysts and Associates (Headhunter) to ESR's winning team. The positions are home-based, which provides a lot of flexibility. We offer the markets most comprehensive training, a great financial incentive plan and a high-performance culture. No previous recruitment industry experience is required. You can start off on a per project basis to fit best with your schedule and see how you like it. Next, you have the opportunity to continue on a per project basis or transition to a part or full-time position. With ESR, your career fast track is enabled.

JOB DESCRIPTION

During recruitment projects for our clients, the scope of work is divided into two different parts and roles:



① ANALYST

In the first phase of the recruitment project the analyst identifies potential companies and individuals who might be suitable candidates for the role we are filling. During this mapping phase, the analyst turns-every-stone to create an extensive and accurate "longlist" consisting of names of people that match the position requirements. In this phase nobody is contacted yet. LinkedIn and Google are key tools used in conducting this research.



② ASSOCIATE (HEADHUNTER)

In the second phase of the recruitment process, the Associate approaches the names on the "longlist" created by the Analyst. This phase involves extensive outbound calling as ESR focuses only on passive candidates (those that are not applying through job ads). Initial contact takes place through outbound phone call, LinkedIn message, text, email or other. The objective is to screen the potential candidates approached during "live conversations" to obtain more information and "sell him/her" on the position to become a candidate.



Based on skills and interests you can focus on either career track. Starting as an Analyst you will be on a unique path towards learning the fundamental backbone of the recruitment business. Starting as an Associate (Headhunter) you will be responsible to ensure that the "longlist" of potential candidates is contacted and guide the candidates into landing their dream job. The Associate (Headhunter) is expected to further add new names to the list as they will have the overall responsibility of the recruitment project they work on. The end goal is to create a strong "shortlist" of excellent candidates for our client base.

Within ESR the roles of Analyst and Associate are of equal value and hierarchy as one is not considered junior to the other. One can choose either career track and later move laterally to master both fields.

REQUIREMENTS

We recruit both those with and without industry experience. Our internal hires are based foremost on attitude, not skills. The key for us is that you are highly energetic, analytical, creative, have a desire to grow, and are driven to succeed, which should be reflected in your background. You need to enjoy to work proactively, be a self-starter, detail oriented and take ownership of your work.

Our values are "Quality, Intensity and Persistence", so if you are reaching for excellence – ESR is the place for you!

We operate in Norway, Sweden and the U.S. For our work-from-home positions it is a requirement to be fluent in one or more of the respective local languages.

For the Analyst role it is essential that you have a passion for company research and identifying potential candidates through online research using LinkedIn, Google and other search tools.

For the Associate (Headhunter) role it is key that you have experience with outbound phone calls and enjoy this line of work.

WE OFFER:



COMPETITIVE SALARY

Our compensation structure is competitive consisting of base, plus bonus. There is a strong financial incentive model. The bonus system is also valid for project based and part-time work after initial training period.



CAREER AND PERSONAL DEVELOPMENT

We offer the markets most comprehensive training through our own ESR Academy, plus continuous on-site training. Our goal is to maximize one's true potential.



INTERNATIONAL OPPORTUNITIES

We give you full flexibility to work from anywhere in the world with our model, which is 100% digital! Through our universal methodology of conducting research you get the chance to recruit globally.



COMPANY CULTURE

The company culture is entrepreneurial and fosters the mindset that success is always achieved through a united team effort, positivity and a "can-do" attitude. We love research and have fun doing it.



SOCIETAL IMPACT

At ESR we help companies grow and unique people to land their dream jobs. In addition, through our Corporate Social Responsibility program at our non-profit we transform struggling urban communities.



JOURNEY

With ESR you will be on an exciting journey as we aim high, always pushing ourselves to go even further, building the first global research company of its kind, while changing the world.

EXECUTIVE SEARCH RESEARCH

ESR (Executive Search Research) is a leading boutique retained research firm, which since 1997 has been an outsourcing partner to over 50 leading executive search firms in the U.S and Scandinavia. We have successfully conducted over 3500 recruitment projects of specialists and managers for our clients, with a 93% hiring ratio.

Our work is 100% outbound, as we only recruit top passive talent who does not apply through job ads. With our signature model for research (outlined in the U.S. bestseller; Secrets of the Executive Search Experts) we provide a "short list" of the best possible talent in 3 weeks at a low fixed cost for our clients, who are then responsible for the last phase of the recruitment process.

We achieved the prestigious recognition by LA Business Journal being ranked among the very top recruitment firms in Los Angeles, as well as also being ranked as one the top 10 recruitment research firms in the U.S. In Scandinavia ESR has been recognized as a "Gazelle" company two years in a row.

Los Angeles

New York

Houston

London

Stockholm

Oslo

Vilnius

APPLY TODAY

Please send your cv with cover letter to hr@esr.global (specify type of position; Project based , Part-time, Full-time, Internship/Trainee), as well as which career path you are most interested in; **Analyst** (creation of "longlist") or **Associate** (outbound phone calls)