



Career Group Handbook

ascent-group.co.uk

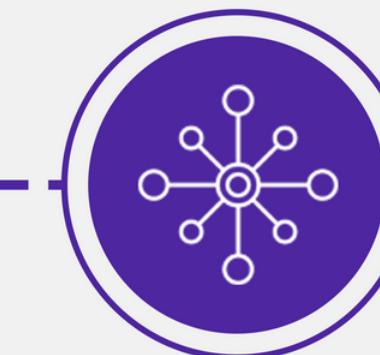
5 Year Vision

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Vision 1

From 30 to 70 headcount over the next 3 years



Vision 2

Multisite agency with European expansion



Vision 3

Become the go to talent partner across Europe and the UK



Vision 4

Specialist in Digital / IT / Immersive / Executive Search & International recruitment



Vision 7

Number one tech stack in Europe for talent



Vision 6

Weaponised marketing function that develops individual & company brand identity



Vision 5

Growing our future leadership team - with diversity & inclusion in mind

What we can offer you

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Trading History

23 years of trading history & brand equity.

Internal Resources

A considerable board of directors formed of both internal and non executive directors for strategy and leadership support.

Marketing Insights

We specialise in recruiting talent across thriving markets, spanning Technology, Digital, Immersive, Gaming, and eCommerce sectors.

In-house Marketing

Our in-house marketing team not only offer support with personal branding and marketing collaterals, but they have also secured us the #1 spot on Google for over 15 keyword rankings, generating a constant stream of new client enquiries.

High Retention Work

30% of our work is retained / project-based.

Flexible Approach

90% of our engagements are with Line Managers or Founders, giving us a high degree of control.

20% Fee

We typically operate at a 20% fee percentage, resulting in an average fee of £10,180.

Multi-level Positions

We work at all levels - from Associate to C-Suite.

Tech Stack

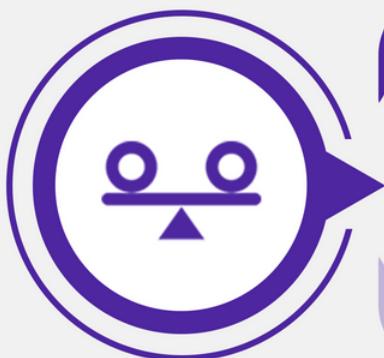
Our world-class tech stack - consisting of Bullhorn Analytics, Cube19, SourceWhale, Odro, LI Recruiter and more.

Employer Value Proposition 3



Vision

- Start up mentality
- Entrepreneurship
- Multi-brand



Stability

- Est. in 2001
- Financially robust
- Investment



Ambition

- Personal Best Mindset
- International
- Growth



Autonomy

- Flexibility
- Balance
- Development



Philosophy

- Transparency
- Empowerment
- Collaboration



Tech Stack

- World Class
- Cutting edge
- Automated



Reward

- Learn
- Earn
- Lead



Values

- Curiosity
- Connection
- Contribution



Progression

- Support
- Opportunity
- Long term

Supporting your journey

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01

L&D

£500 L&D budget for recruitment related training

02

Holidays

31 days holiday plus one day extra for every year of service up to a maximum of five days

03

Flex-Fridays

Flex-Fridays offer the chance to accumulate up to 52 additional holiday days

04

Work Anywhere

Work from anywhere for four weeks after one year of service (within a two hour time zone)

05

60/40 Work Pattern

Our working pattern - 60% office based and 40% from home

06

Commission Scheme

Attractive commission scheme offering up to 40%

08

High Achievers

Top performers enjoy quarterly Michelin Star lunch clubs and biannual Euro trips

09

Private Health

After probation, you can access our wellness package, offering private medical coverage and discounted gym memberships through Vitality and Medicash



Flex-Fridays

We believe in high performance and creating an adult environment.

Flex-Fridays is an initiative that means if you are able to get your work one by the end of play Thursday, you can take Friday off – this is at your own discretion!

We were **one of the first** UK businesses to introduce a 4-day work week!

Career paths & targets

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Start



Big Biller

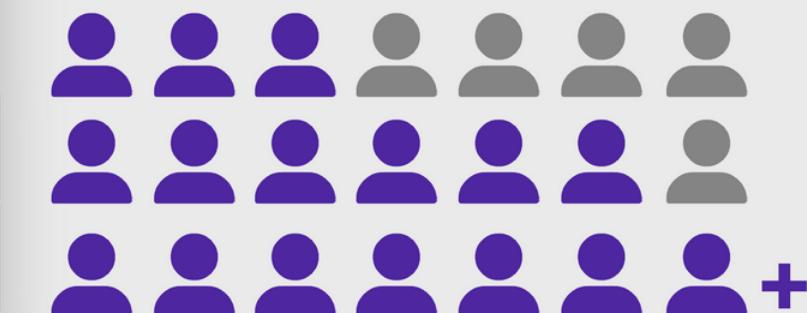
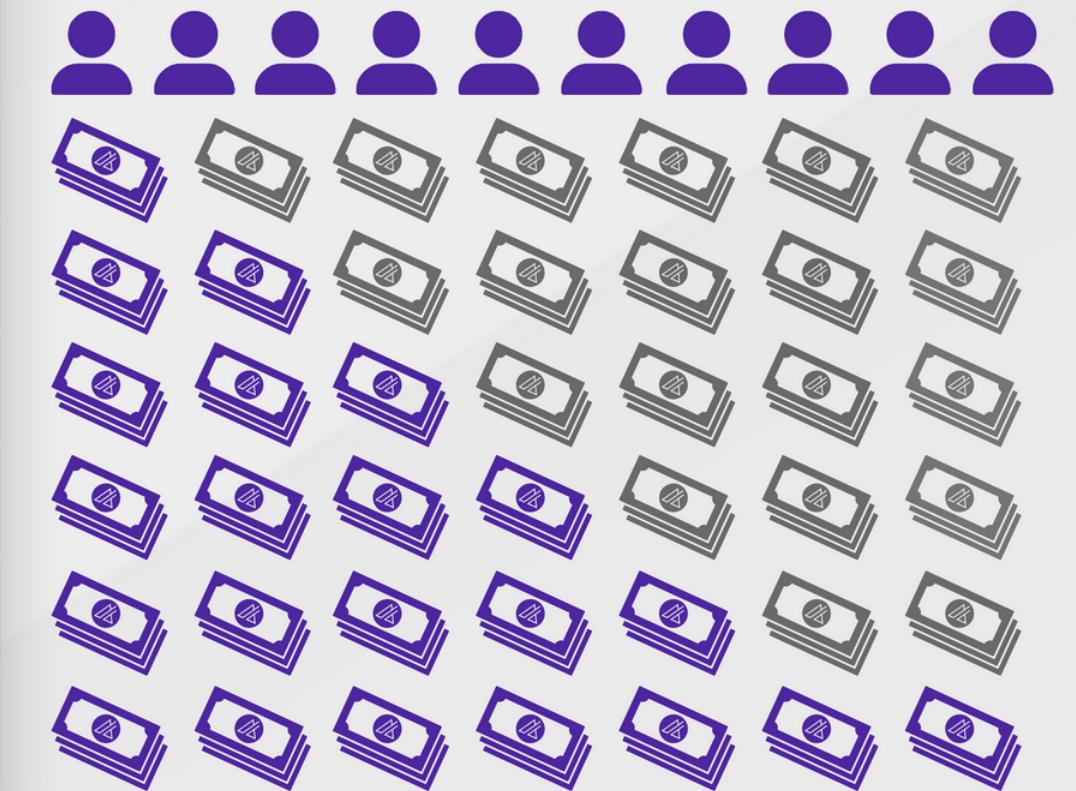
Resourcer	10 Placements
Consultant	£120,000
Senior Consultant	£150,000
Principal Consultant	£180,000
Senior Principal Consultant	£200,000
Managing Consultant	£220,000
Associate Director	£300,000

Management

Practice Lead	Team up to three people
Manager	Team up to six people
Associate Director	Team from six plus

Director

Targets



Transparent promo criteria 6

Big Biller

If you bill (invoice) at the level above a 6-month period and are 100% on target you will automatically qualify for a promotion interview.

Management Route

Practice Lead to Manager - team of 3 all billing above 80% of target for 12 months.

Manager to Associate Director - team of 6 all billing above 80% of target for 12 months.

Commission structure

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Higher risk

Higher Reward
40% commission on NFI
above your cost.



Lower risk

£0 - 5k threshold per month
and resets monthly.

£5k - £14,999 = **15%**

£15k - £29,999 = **20%**

£30k+ = **30%**

Contract commission structure 8

Generated Monthly	GP% Payable
£0 - £5,000	20%
£5,001 - £10,000	20%
£10,001 - £15,000	22.5%
£15,001 - £20,000	25%
£20,001 - £25,000	27.5%
£25,001 - £30,000+	30%

Glassdoor reviews

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Best place I've ever worked at!

Pros

Internal technology (automation) takes away so much of the admin. The training from the senior team is amazing. They actually understand the tech they recruit for. Another big pro is the office

Cons

I genuinely cannot think of one.



Excellent work culture

Pros

I have been working at Technet for two years and can honestly say that the work culture is phenomenal. The people who work there are fun, supportive and willing to go an extra mile to help you. Being part of Technet has enabled me to grow in all aspects of my unique area of work. I've been constantly challenged creatively and rewarded with the encouragement of the leadership team who have given me the confidence to achieve beyond my expectations.



The best recruitment team I've worked with

Pros

Excellent support systems, Excellent team dynamics and team to work with, one of the best IT recruitment firms that I have had the pleasure to work with and for.

Technet is a leader in automation, Robotics and AI, i would recommend Technet to all clients and candidates looking to fill a new role



88%

Would recommend to a friend



100%

Approve of CEO