

	<p style="text-align: center;">THE COMPANY</p> <p style="text-align: right;">Spring Hill Office Park Unit 10, Wheatfields Harborough Road, Pitsford Northants, NN6 9AA</p>
Who are You?	We are Results Global Marketing Solutions Ltd
Who are your Clients?	Construction, Building Services & Environmental Companies
What do you do for your Clients?	Primarily we Create New Business Opportunities. We do provide other Sales & Marketing related services but the development of New Business Opportunities via the telephone is our core business
How do you achieve this?	We would create a database of target companies which due to our industry knowledge we believe would have an interest, need or requirement in whatever it is our client does and then we would approach the relevant individuals at these companies and introduce our Clients products, services or solutions with a view to identifying/ creating general or specific interest or requirements, in other words an 'opportunity'! We would then qualify the opportunity in more detail and engage our client with the company by way of arranging a meeting.
Is there more to it than that?	Yes, much more but to detail this now could potentially confuse matters and it is important at this stage to capture the essence of what we do.
What value/benefit does this bring the client?	Generally Field Sales or Senior Sales personnel do not have the time or the inclination to approach & introduce themselves and their company to potential new clients over the telephone, those that do are often ineffective. What's more, these individuals strengths and value to their company lie in being in front of potential new clients, in meeting situations, closing deals. Results have a wealth of experience in identifying & creating new business opportunities within the Construction, Building Services and Environmental industries and by employing our services the client is engaged with more qualified opportunities and therefore should close more business - To conclude, Results facilitate structured growth for our clients.
So are you a Tele-Sales/Marketing Company or a Call Centre?	In short, No, No and No. Results was established in 1989 and the Directors have a combined 70+ years experience of the Construction & Building Services industry, we do not deviate from these industries and we do not field in-bound calls, we are a Proactive, Knowledge Based, New Business Development Company. Yes we do undertake our work for our client's over the telephone and we do make lots of telephone calls but we are specific about who we target and we do not work from scripts, we act as an extension of our clients sales team. Furthermore the environment within our offices does not reflect that of a call centre.

	<p style="text-align: center;">Development & Growth</p> <p style="text-align: right;">Spring Hill Office Park Unit 10, Wheatfields Harborough Road, Pitsford Northants, NN6 9AA</p>
<p>Are there career progression opportunities for me at Results?</p>	<p>Definitely, for the right individuals. We understand that many companies lose good employees due to the fact that they do not provide them with opportunities to develop, grow & progress within their companies. Retaining the right type of individuals is imperative to our business and therefore we ensure that staff understand where they are today (our view of their current knowledge & skill levels), what their next step should be, what they need to improve on in order to make that step and how we plan to facilitate that development. Everything about our business is geared around effective communication and the retention of staff is no different.</p>
<p>What are these steps?</p>	<p>We operate a tiered structure, everybody enters the business as an Account Representative, from here the right individuals can progress to Account Executive, Account Manager and then finally Account Director. Each step brings more responsibility and therefore more value to the business, we remunerate individuals based on the value they bring to the business.</p>
<p>How will I be measured?</p>	<p>The tiered structure is aligned to a Results Global Marketing Solutions specific Appraisal System and this in turn is geared around Key Performance indicators. As and when individuals meet these Key Performance Indicators they will be considered for progression to the next tier. The Account Director is ultimately responsible for all clients and the individuals within Results that carry out their work, the Account Director therefore regularly works with the Account Representatives to assess and improve their performance (ongoing training), the information extracted from this process is used within the Appraisal.</p>
<p>What is key to me progressing?</p>	<p>Attitude! The same opportunities are available to everyone that comes into our business, the fact is the business needs to continue growing but we cannot achieve this if our employees are not doing the same. We are simply not interested in people with great skills and abilities but bad attitudes, they will only have a negative effect on the positive environment we try to create. However, individuals with the same or less skill but the right attitude and core attributes (communication/intelligence/work ethic) can only add to and improve the team & environment. Every other part of this role can be nurtured/developed so long as you have the right attitude and core attributes but YOU have to bring these with you!</p>

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What is the title of this position?	Account Representative
What does this entail?	Assuming responsibility for what we are contracted to do on behalf of the client. In very basic terms this means that you would be responsible for approaching the companies within the database, via the telephone, in order to introduce our client and their products, services & solutions, the objective being to identify and/or create interest and/or requirements with a view to engaging our client at the right time.
Is there more to the role than this?	Yes, so much. However this is the fundamental part of the role and therefore if you are unable to do this or would not wish to do this, then the other parts of the role are irrelevant. We will elaborate on other parts of the role at interview stage.
As an individual what do I need to be considered for and ultimately successful in this role?	This is a 'people business' and therefore we are looking for individuals with the right attitude and traits to uphold and add to the environment we have created within the business. Strong communication skills are essential and work ethic is key. Intelligence, to the point that you can take on board new information, understand it and re-present it in a variety of effective ways is vital to the role as is being able to think on your feet in order to react & adapt to change. Confidence and organisation skills are also imperative.
Do I need sales experience?	Not necessarily.
Do I need experience within or knowledge of the industries you work within?	No, not at all.
Will my personal circumstances or requirements from the job hinder the chances of my application being successful?	If your objective is to find a job which enables you to go to work and do as little as possible then this is not the company or role for you. We are a successful and growing business and in order to sustain this we need individuals who are also intent on growth and development, if this is you then please apply. Likewise if you are somebody who does not necessarily want a career and therefore you are not looking for development opportunities but you do take pride in your work and you enjoy giving your all for a company that gives it's all to you, then please also apply. <i>(see the Development & Growth page for more information)</i>