

# MRL

Recruiting Excellence

**Est. 1997**

## The MRL Academy

---

---

## The MRL Academy has successfully produced three new consultants

In February of this year, MRL set out to reignite its Academy program. In previous years we have helped guide many trainees into becoming successful consultants and, with the time right, we decided to re-open its doors and lead a new set of delegates through the process.

This time around we take on two fresh-faced people wanting to get into recruitment (Bella and Matthew), and another eager to expand his knowledge after a stint at another agency (Jamie).





---

## Challenge

Help three new professionals build a career in recruitment with a range of classroom modules and practical experience.



---

## Goal

Use our wealth of knowledge to help them learn all they can about the world of recruitment, head-hunting and account management.

Matthew

Jamie

Bella



**Let's cast our minds back six months, you've recently joined MRL, fresh from the end of sales year Portugal trip and you start training with Terry Hiscock...can you recall what that experience was like?**



Jamie

“The training was great, excellent in fact. It was like a breath of fresh air spending time going through everything at our own pace and making sure we understood and were happy with every topic. It was also made a lot easier being part of an Academy with two other rookies as it made me much more relaxed. The training was in-depth and very detailed but doing it with Terry, who has an absolute wealth of experience, was great because he made it enjoyable and was able to use examples and stories from his own personal experiences.”

**After some intense recruitment training over the following few weeks, you're finally ready - it's time to hit the phones! Can you remember the first few conversations with candidates?**



Bella

“My first few phone calls were daunting as I was very new to the industry and my sector. My main worry was that if I was asked a question that I didn't know the answer to. I was however very surprised at how friendly candidates are to speak with. Terry almost prepares you for the worst in training so I was happy with how well my first few phone calls went!”



Matthew

“I think everyone is always rather hesitant when it comes to the first phone call you will have with a candidate, I certainly was. My first phone call was with a candidate in Bulgaria who designs Bluetooth components for wearables. I actually found the call very interesting and it made me want to know more about the industry I wanted to go into.”

# C

## an you walk us through your first placement?



Jamie

“I was working a couple of fairly big sales roles for a new account so it took me a little while to get to know the account and the contacts within it, and then understand exactly what they were looking for. In the end, it all came together and I placed an excellent candidate into my client’s German office as an Enterprise Account Executive. Great feeling getting the first one done!”



Bella

“My first placement was with a software vendor in the UK. The candidate had recently finished his masters in Motorsport engineering.”

---

## Academy Overview

13 modules

50 hours classroom training

20 hours practical experience

Ongoing support and guidance

**Encouragement and team work is crucial for success. How did you find the support structure during the MRL Academy?**



Jamie

“It’s easy to say this but it genuinely was really good. One of the key things for me when I joined MRL, was that everyone said it was a great team environment. This was proven when I first joined. We worked as a team and took things as slowly or as fast as we needed to. Anytime we had an issue or wanted to spend more time on something, we did. This helped my confidence a lot for when the training was finished.”



Bella

“The support structure at MRL is amazing, from the training with Terry and support from the team and David, you are really given everything you need to be successful here. There are no “big shots” or “show offs”, everyone genuinely wants to see you do well which I think is completely individual to MRL.”



---

**“Learning within the Academy jump starts your career in recruitment.”**

Matthew

## Do you feel like a fully certified recruiter now you've completed the MRL Academy?



Bella

"I think after only six months within the recruitment industry it would be bold to say I feel like a fully certified recruiter. I would, however, say I am improving and learning every single day. There is always more to learn and I think with the training and support from Terry and my colleagues, I am well on my way to feeling like a fully certified recruiter!"



Matthew

"Truthfully, no. I've learnt at MRL that you can never have enough training. Every day you are here, you learn more and more from everyone around you and candidates you speak to. You can never be a fully certified recruiter if you think you know everything, but you can be very close."



Jamie

"Yes! Whilst I think there is always room for improvement, the Academy definitely made me feel like a real recruiter and gave me the confidence to do well for MRL."

**With lots to look forward to in the future in recruitment, what are your career goals?**



Matthew

“My career goal within MRL is to be better than the day before in any aspect. If you are constantly pushing yourself then you will be on the right track to success.”



Bella

“I would love eventually to become a 360 consultant, I enjoy the business development side of recruitment so this is definitely something I am working towards in the future.”



Jamie

“First and foremost, I want to get through my first year at MRL on target and then continue to develop as a recruiter and hopefully climb up the ladder at MRL. I see some great recruitment consultants who work for this company and as a young (and fairly new) recruiter, I am aiming to be as good and successful in this industry as them.”

**For others starting a career in recruitment what advice would you give?**



Jamie

“Firstly, join a company which can offer you a great training programme and support. I feel that a good training programme is key to giving someone a strong chance of being successful. Secondly, whilst recruitment is a great and rewarding industry, it is hard so persevere! Recruitment tests you a lot, but when you don’t give up the rewards are out of this world!”



Matthew

“Let’s face it, Recruitment isn’t easy nor is it a quick turn around when you get started, but once you are there it is very rewarding.”



Bella

“Essentially I would say try and learn from everyone around you and make it your own.”

“It’s been great working with Bella, Matthew and Jamie over the course of the Academy programme. They all threw themselves into the training and are making a big impact in their respective markets and to the business as a whole.”

Terry Hiscock | Head of Account Management



---

## **Want to join the Academy?**

Get in touch with us and  
see what opportunities  
could be available to you.

[academy@mrlcg.com](mailto:academy@mrlcg.com)

01273 320860