

faqs

“ I’ve never worked in supply chain before —will this hold me back? ”

About 75% of our new starters hadn’t worked within supply chain recruitment before joining Proco.

We have a growing team of functional experts working in our offices around the world and they’re always happy to provide on-the-job training and development.

Do you hire people who don’t have recruitment experience?

We have a number of researchers and consultants who joined us with no recruitment experience. In fact, some of our top performers haven't come from one.

We’re looking for people who are ambitious, passionate and excited by a unique career development opportunity. It’s also important that they share our company values.

Is there really much opportunity for me to grow my career recruiting for supply chain?

Supply chain roles influence 60-70% of the total costs of a business. We only see this trend continuing—it’s the reason for our continued growth. There’s real scope for the right person to carve out an exciting career path in this growing functional area.



“ You say that you’re a global company —what exactly does this mean? ”

We have a network of **8** offices working across a number of time zones and locations. To stay connected, video conferencing is set up on every desktop.

Proco Group is made up of over 18 different nationalities speaking 16 different languages, working together to achieve the same goal.

How easy is it for me to move offices internationally?

On top of a generous base salary and a very competitive commission structure, Proco also offers relocation packages to help with flights and accommodation to all successful candidates who have proven themselves in their current market. We’ll do all the hard work to organise your working visa and support you during your move.

As a global business with **8** offices across the globe, Proco offers employees the chance to relocate to some of the most dynamic markets in the world, from Hong Kong to New York.



“ What sort of training and development do you offer your staff? ”

Whatever your role within Proco, we're committed to giving you the training and support that you need to thrive and help us drive growth.

> **Personalised training and development**

In the first few weeks of your time with Proco, your manager will agree specific objectives with you and explain how they will support you in your first six months.

> **Proco buddy scheme**

Our buddy scheme helps new joiners settle in. Your buddy will be a colleague from a different office who will be a sounding board during your first six months with Proco. It's very likely that they had similar questions when they first joined, or have faced similar issues in the past.

How do consultants work with researchers at Proco?

We have a ratio of one researcher to every two consultants. We find that this is the perfect arrangement for consultants to deliver the best result for our clients.

Researchers map the market and collate a candidate pool of specialist talent for our clients. They're the foundation of the Proco business model and provide consultants with the insight and market intelligence they need.

How is Proco different from other recruitment companies?

We know that doing things right the first time is important—we go above and beyond on every mandate not only because we enjoy what we do, but because we need to continue to impress our clients.



“ Tell me about the culture at Proco— am I going to enjoy working here?”

The Proco work culture is all about our people. Finding the right team members who ‘fit’ our business is crucial to us. They need to share our values and passion.

Because we come from many different professional and cultural backgrounds, our employees also need to be open-minded and excited by new ideas and perspectives.

What sort of rewards and incentives are in place?

We believe in recognising our staff’s hard work and we offer staggered incentives across all levels.

Our incentive scheme is designed to reward employees for financial performance, loyalty, social engagement and internal recruitment referrals.

We also offer an uncapped commission scheme and, for fee-earning staff at executive consultant level and above, additional benefits such as healthcare coverage and an equity scheme.



think you've got what it takes?

Find out what Proco can bring to your future.
Talk to us today.

[apply now at weareprocogroup.com](https://www.weareprocogroup.com)