

"I KNOW BY PUTTING MYSELF OUT THERE, ACCEPTING CHALLENGES, AND DOING ALL THAT I CAN TO PROVE MY COMPASSION FOR THE COMPANY WHILE STRIVING FOR SUCCESS, OPPORTUNITIES WILL BE PRESENTED TO ME."

The Big Picture

A technical recruiting company based in the Midwest, Brooksource offers recent grads the opportunity to join their team as entry-level recruiters. While all new hires start in the same capacity, "there's a lot of flexibility with one's career path with Brooksource. It is definitely conducive to change, and adapts to each employee's strength(s)." Inspiring tremendous employee loyalty, this five-year-old firm suffers little attrition and is known for having a lively and sociable office environment that extends well past the workday. New employees are big fans of their jobs, the company, and their coworkers, and tell us that receiving an offer from Brooksource makes you "the luckiest person alive."

LOCATION(S) WHERE ENTRY-LEVEL EMPLOYEES WORK

Brooksource hires entry-level recruiters for each of their eight offices, which are located in Indianapolis, Indiana; Chicago, Illinois; Cincinnati, Ohio; Louisville, Kentucky; Columbus, Ohio; Nashville, Tennessee; Detroit, Michigan; and Philadelphia, Pennsylvania.

AVERAGE NUMBER OF APPLICATIONS EACH YEAR

Brooksource receives about 1,000 applications each year.

AVERAGE NUMBER HIRED PER YEAR OVER THE LAST TEN YEARS

The company hires between 20 and 25 new employees each year, though that number is rising.

ENTRY-LEVEL POSITION(S) AVAILABLE

All new hires enter the company as corporate recruiters, which "helps each new hire to learn the industry and the ins and outs of the company." As "everything about Brooksource comes back to the recruiting foundation," even those who move on to new positions within the company say the recruiting experience was indispensable to their career.

AVERAGE HOURS WORKED PER WEEK

Corporate recruiters work between 45 and 50 hours per week.

AVERAGE STARTING SALARY

Depending on the local market, new employees earn roughly \$30,000 per year plus commissions based on performance.

BENEFITS OFFERED

Brooksource offers medical, dental, and vision plans; term life and accidental death and dismemberment insurance; and a 401(k) plan that offers a 4-percent match by the company and 100 percent invested. Medical benefits go into affect after 30 days with the company. New hires receive ten vacation days per year, a day off for their birthday, and days off for select holidays.

CONTACT INFORMATION

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Getting Hired

Landing a job with Brooksource has much to do with your personality and character, as the firm looks for “genuine people [who] possess true leadership ability and outgoing personalities” and who “would be a good fit, personality-wise” within the company’s distinct office culture. When reviewing applications, Brooksource tends to favor applicants who, during college, were “extremely involved on campus, whether with student government, the Greek community (fraternities/sororities), [or] volunteer programs, or were predominant leaders of certain groups or clubs.” Interestingly enough, applicants need not be computer wizards: “Even though we’re an IT company, you don’t have to have a technical background in order to perform the job.” Brooksource accepts applications through their website and attends career fairs on college campuses, inviting promising candidates to interview in person. Strong candidates are invited to a second interview and occasionally a third interview or day at the office. Due to the company’s emphasis on a personal “fit,” many report that Brooksource interviews aren’t strictly formal but “more of a conversation.” A recent hire recalls, “It was a very good interview process. Everyone who interviewed me made sure I was a fit [in terms of] my personal goals . . . as well as my personality. I was asked a good mixture of traditional interview questions along with questions [used] to gauge my interpersonal skills.”

Money and Perks

While Brooksource employees believe the \$30,000 base salary is a bit lower than what they might receive at a larger company, they are quick to point out that the stimulation and growth opportunities make up for the smaller paycheck. Besides, all employees—including new hires—have the opportunity to augment their earnings through a “commission structure based on performance.” Motivated workers are tantalized by the possibility of a quick promotion and the vision of more money in their future. Explains a current recruiter, “As an account executive, there is no limit or ceiling as to how much money can be made. It’s up to the individual and how hard they work.” In addition to their paychecks, recruiters “have traditional sales perks like a car allowance and mobile phone allowance.” However, many tell us that the company’s decidedly social atmosphere is the best perk of the bunch. A new recruit reports the best fringe benefit is “the office/company outings that are planned to help coworkers bond with one another outside of the office. So far, the Detroit office has been to two Detroit Tigers games and gone out after work for celebrations. As an entire company, we spent a weekend in St. Joe, Michigan, at the wineries, to thank employees for a job well done in the previous year and to promote interoffice relationships.”

The Ropes

Every year, Brooksource operates four or five week-long training programs in Indianapolis, Indiana for new employees. Providing a general introduction to the IT industry and a crash course in recruiting techniques, the program proves indispensable to employees' performance and helps "new hires feel welcome" in the company. After their week-long boot camp, new recruiters are dropped directly onto the battlefield, where they learn the ins and outs of the industry through on-the-job experience. While more seasoned recruiters are always available to help, the Brooksource motto might be, in the words of one employee, "the best way to learn is to be thrown into the fire." Even so, another newbie assures us, "I hardly ever feel like I'm in over my head because I have been adequately trained as a recruiter and my peers are always available if I have questions." Fostering an independent yet supportive work atmosphere, "Brooksource gives you the opportunity to fail. But they're there to help you get up when it happens."

Day in the Life

Every Brooksource office begins the day with a "Five Star Meeting," during which the entire team reports their progress on current projects. When the meeting adjourns, the recruiting begins. On a typical day, new recruiters look for potential candidates to fill open positions, interview candidates in person and via telephone, and help facilitate the interview process with their clients. The minimum weekly expectations for a recruiter are "to complete at least 100 calls, which, in turn, should produce around 25 biographies on potential candidates for positions and at least 5 internal candidates brought in for technical positions for our clients." While these requirements are usually "a challenge to fulfill" at first, Brooksource employees enjoy being put to the test. Says one, "I know that, everyday when I walk into work, I need to bring my 'A' game and be successful and put in 110 percent, or I'd feel like I cheated the company out of a day's pay." Employees embrace the fact that they are "getting some great experience" and feel that they "really contribute to any success that Brooksource has."

Peers

Brooksource employees express an endearing affection for their talented coworkers, describing them as "professional, intelligent, driven, successful, and friendly people." "Our company is comparable to a massive group of outgoing, Type-A, successful, well-rounded individuals who have had major success in their high school and college careers," says one enthusiastic employee. Working together with just a tad of healthy competition, Brooksource employees find their niche and go with it. "I feel I am able to communicate with any member of the company, no matter what their position within the company, at any time," says a recent hire. Come 5:00 P.M., Brooksource is host to a "very large after-hours social scene." In fact, Brooksource employees are fond of describing their environment with the familiar "work hard, play hard" mantra, claiming that socializing and celebration are a big part of their corporate culture. Of the new hires that are recent transplants, many report that Brooksource has become a "home away from home," saying that Brooksource allows you to maintain "that college mentality, but transition into the real world."

Moving on

Founded in 2000, Brooksource is a fairly new company, and hasn't experienced much of an exodus in its half-decade of operation. As of this publishing, all of the company's original employees (those who were hired in 2000) remain in its ranks, and 80 percent of those who joined in later years have also stayed on board.

Attrition

Brooksource employees are characterized by a strong faith in and loyalty to their company. One employee explains, “I know by putting myself out there, accepting challenges, and doing all that I can to prove my compassion for the company while striving for success, opportunities will be presented to me.” Those who do move on usually do so for personal reasons, such as the relocation of their spouse or a desire to relocate to a city where Brooksource does not have an office.

Best and Worst

Brooksource hopes that every new employee meets success within the company, and the company has structured their recruiting process in an effort to find and hire the best and most well-matched candidates. At Brooksource, “a successful employee is passionate about their job, their career, and about Brooksource.” Given the high-energy and self-directed nature of the work, “unsuccessful employees are those who have no drive. They typically don’t see The Big Picture and are looking for a predetermined career path.”