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AL SOLUTIONS

[www.alsolutions.co.uk](http://www.alsolutions.co.uk)   

# Welcome to AL Solutions

*Our vision is to become the world's leading Life Science agency.*

AL Solutions' is a young and vibrant recruitment agency who specialise in recruiting for the pharmaceutical industry. Our offices are in the heart of central London & Manchester, a stone throw away from the city centre.

Our sector works tirelessly to create drugs that help cure the worlds leading diseases, from cancer to covid. Our client base ranges from small, startup biotechnology companies, to big pharma and global contract research organisations (CRO). We aim to source the best senior industry candidates but always look to help our clients if junior roles need filling too.



*I started ALS knowing I could take everything I'd learnt at my previous company and better it. The focus has been investing in my employees so we can provide a first-class service, and off the back of that enjoy the rewards of doing great business and building long-standing relationships."*

**Alexander Antoniou, Managing Director**



# From humble beginnings

*Young, ambitious and with a point to prove.*

The story starts with our Managing Director, Alexander Antoniou. After a successful time at a large corporate agency, Alexander found himself the top billing consultant & mentor to junior staff. It was then the penny dropped. Having accomplished all he could at his present company and seeing the flaws holding it back, Alexander believed he had the foundations to build something unique.

AL Solutions began trading in January 2018. Imagine an office no larger than your childhood bedroom. Alexander knew it would take grit, graft and guile to get him close to his previous standings. He worked relentlessly to rebuild his client base and make as many placements as possible within the first year. Then, Jack joined the team. Jack was a highly successful consultant and ex-colleague of Alexander's. He continues, "we quickly realised that we needed to build a recognisable brand – this is when Sam, our marketing guru, joined the team." With the necessary building blocks in place, the team readied themselves for the big City of London.

From then to now, ALS has hired several more energised consultants and isn't slowing down. The business is expanding its territory opening new offices, and working in new sectors. We came out of the pandemic with record quarters and want to keep growing. As we look to the future, we aim to open New York and Sydney offices. Why not help us make our mark as an international organisation?

## ALS Milestones



What our  
people



have to  
say . . .

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**Jack Kavanagh**  
Recruitment Team Leader

*“After a few years working in recruitment, I'd decided it wasn't for me and had changed career paths. When Alex invited me to join his team, I wasn't sure. Two years down the line, I've double my earnings year on year, been promoted twice, and won the Rolex I'm wearing on my wrist. I feel it's safe to say; I made the right call.”*

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**Louise King**  
Delivery Consultant

*“AL Solutions is excellent for experienced recruiters and those learning their profession. Working alongside an enthusiastic, driven, and supportive team infuses you with a 'sky's the limit' mindset. Since joining ALS I've already seen vast successes for myself and others. It's great to be a part of a young company so geared towards growth and success!”*

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**Gabriel Roberts**  
Associate Consultant

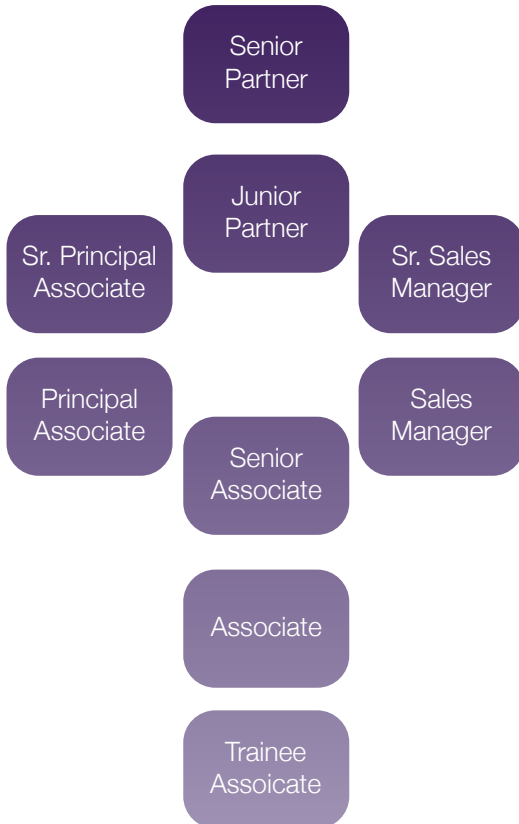
*“AL solutions have the perfect mix of fun & professionalism from quoting movies to speaking with pharmaceutical industry leaders; this company has it all! Since joining ALS, I've become part of a fantastic team who all bounce off each other. I've also won a few incentives; from a tailored suit to Mont Blanc pens & clothes vouchers, there are incentives for everyone!”*

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# Your journey to the top

ALS offer two career pathways to our employees. What's great about our structure, is whichever path you take, you'll come out on top!

Once you've reached the Senior Associate position, it's up to you to decide whether you'd like to manage a team, or go it solo and focus on big figures. Both have clear and measurable targets, and you'll be supported in your efforts to reach these.



## Principal Path

### To reach Senior Principal Associate

Bill 500k in a year  
10x client side 180 deals in 6 months

### To reach Principal Associate

Bill 500k in a year  
10x client side 180 deals in 6 months

## Manager Path

### To reach Senior Sales Manager

Build a team including:  
- 3x Senior Associates  
- 1x Sr. with a trainee

### To reach Sales Manager

Manage a billing Associate  
Mentoring Junior Associates

**Delivery Path:** We also offer an additional path for those who prefer not to do business development.

# Learning & Development

*AL Solutions prioritise your learning and offer multiple training avenues.*

At ALS, we know the importance of your growth and development. Below you'll see the three main methods we utilise to ensure you get off to the best possible start and never stop improving your skill set.

## New starter



When joining ALS, you start a 12-week programme to teach you everything you need to conquer recruitment. We're happy to take on trainees with no previous experience, as we feel this gives us the best opportunity to install all the successful habits you'll need to become a top billing consultant.

## Performance coach



Ever worked in a company where you have a dedicated performance coach (PC), helping you set goals and holding you accountable to achieve them? Well if you work with ALS, you'll get just that. Our PC is there to help nurture talent and provide support in areas that need improvement.

## External training



Although we're confident in our ability, we see the value in a second opinion (especially a professional one). That's why we bring in Annie to teach you some incredible techniques that will raise the standard of your game. She has over 30 years in recruitment and a wealth of stories to translate this into valuable lessons.



*I have 30+ years of recruitment experience, working in several industries (including pharma), and across the globe, I now use the skills and knowledge I've gained to teach others. I've loved working with AL Solutions; it's a fantastic company with a wonderful bunch of consultants. I would recommend it as a great place to grow and hone your skills."*

**Anne-Marie Tribe, External Trainer**

# Benefits & Incentives

*AL Solutions won't be beaten on incentives and benefits, from rolex watches to trips to Las Vegas!*

## Holidays



25 days holiday  
Bank Holidays  
Christmas Break

## Facilities



Discounted gym membership  
Gym on site



## Lifestyle



Remote working  
Leave early incentives

## Incentives



Three-piece tailored suit  
Rolex watch  
Ballers lunch



*We offer a commission structure that has seen some of our consultants earn monthly paychecks in excess of ten thousand pounds within their first year; not to mention spontaneous monthly incentives, and quarterly & Christmas bonuses!"*

**Alexander Antoniou, Managing Director**



# Earn hard, play harder!

*Make money, dream big, and have fun!*

There's a winning mentality at ALS. Every one of our consultants has BIG goals and the drive to succeed. That said, we like to have fun too!

Whether it's beer pong at sink house, cocktails in the sky garden or slot machines in Vegas, the team at ALS make sure we enjoy ourselves. If you're hungry to earn and up for a few drinks come the weekend, this is the right place for you!





# Who we've worked with

Since our inception, ALS has partnered with a broad array of clients. From niche startup biotechs, to big pharmaceutical companies and CROs. All on a mission to fight various diseases and illnesses.





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If you're interested in working in a high earning recruitment career,  
in the industry of saving lives, contact us today!



[www.alsolutions.co.uk](http://www.alsolutions.co.uk)



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