

Talent & Recruitment Manager

Talent team | Reporting to Director of Group Operations

Purpose of the Role

The Talent & Recruitment Manager will lead the Talent function for the Bleep 360 Group, overseeing a small team of recruiters to deliver a compliant and effective end-to-end recruitment strategy for each business in the group. This role manages key stakeholder relationships and leads recruitment campaigns that support organisational growth, while balancing hands-on delivery with strategic workforce planning, employer branding, and ensuring the Talent team performs effectively. This role also supports broader people initiatives across the group, including employee engagement, retention, and talent management.

Key Responsibilities

Recruitment Strategy & Delivery

- Oversee the full recruitment cycle, ensuring advertisements, pre-screening, interview processes, offers, onboarding, and start dates are delivered effectively by the team and in line with safer recruitment, CQC, and Ofsted requirements.
- Responsible for sensitive or senior-level hires across the group of businesses.
- Lead candidate management strategy, ensuring a consistent and positive experience from engagement through induction and probation, while analysing feedback to improve employee satisfaction and retention.
- Develop and maintain long-term talent pipelines, guiding the team to proactively source and engage candidates for current and future workforce needs.
- Maintain high standards of candidate and hiring manager experience, balancing speed with compliance.
- Ensure all recruitment policies, processes, and checks remain fully compliant with safeguarding, safer recruitment, employment legislation, and regulatory requirements.
- Build strong relationships with hiring managers, advising on best practice and providing market insights at all stages of the recruitment process
- Manage relationships with external recruitment agencies, negotiating terms, monitoring performance, and ensuring value for money in line with budget.

Employer branding

- Liaising with hiring managers and other internal stakeholders to create innovative recruitment campaigns and projects in response to business needs.
- Drive employer branding initiatives and recruitment marketing campaigns, working closely with Marketing.
- Form strategic partnerships with universities and colleges to maintain a healthy talent pool pipeline.
- Lead recruitment days to help drive successful recruitment campaigns nationally.
- Lead on national recruitment events and represent the organisation externally.
- Oversee recruitment advertising spend, including job boards, LinkedIn, and other platforms, ensuring cost-effective usage and maximising return on investment.

Leadership & Development

- Manage and coach the Talent team, setting clear objectives, monitoring performance, and fostering a high-performing culture.

- Assess workload and capacity amongst the team, to allocate roles effectively and ensure business goals are met.
- Allocate resources across recruitment campaigns to meet business priorities.
- Support employee engagement initiatives in collaboration with HR, using onboarding insights, probation feedback, and exit data to identify themes and drive improvements in retention.
- Partner with business leaders to build and implement talent management strategies that support career development, internal mobility, and succession planning.
- Actively contribute to the group's broader people strategy by aligning recruitment with long-term talent management and employee engagement goals across all business areas.
- Provide strategic workforce insights to hiring managers, advising on talent availability, market trends, and succession planning, even where there are no live vacancies.

Diversity, Equity & Inclusion (DEI)

- Embed DEI into recruitment strategy by ensuring all talent attraction, assessment, and selection processes are inclusive and designed to reach candidates from diverse backgrounds.
- Review job descriptions, adverts, and selection processes to remove bias and ensure accessibility for all candidates.

Data & Reporting

- Prepare and present management information on recruitment and retention to senior leadership, including cost analysis and market trends.
- Delivering on Resourcing and Retention KPIs.
- Monitor and report on recruitment budgets (job boards, agencies, and marketing spend), providing recommendations for efficiency and value for money.

Knowledge, Skills & Experience

- Proven expertise in full-cycle recruitment, with strong knowledge of safer recruitment, compliance, Ofsted, and CQC requirements.
- Strategic workforce planning skills, with the ability to build and maintain long-term talent pipelines.
- Strong stakeholder management, influencing, and relationship-building skills at all levels.
- Experience leading, coaching, and developing a recruitment team, with accountability for performance and delivery.
- Commercial awareness with proven ability to manage budgets, negotiate with suppliers, and maximise ROI on recruitment spend.
- Strong data analysis and reporting skills, with the ability to interpret KPIs, recruitment metrics, and market trends.
- Excellent communication skills, with experience in employer branding, recruitment marketing, and representing an organisation externally.
- Commitment to embedding Diversity, Equity & Inclusion (DEI) into all recruitment practices.

KPIs / Success Measures

- Time-to-hire
- Vacancy fill rate – % of roles filled within agreed timelines.
- Quality of hire – % of new hires successfully passing probation / retained at 12 months.
- Budget adherence and ROI on recruitment spend
- Hiring manager satisfaction

- Candidate satisfaction