



WE'RE LOOKING FOR A

TALENT BUSINESS PARTNER

LOCATION: OLD STREET, LONDON / HYBRID)

SALARY: £40,000 - £50,000 PER ANNUM

WORKING HOURS: 37.5 hours per week Monday - Friday

OTHER BENEFITS: Competitive Reward Scheme Bonus, Life Assurance, Discount portal, Aviva Pension, Company Sick Pay,

ETHIC Values - Employee of the month: a chance to win a lifestyle voucher & a day off for your birthday

CONTRACT TYPE: Permanent

REPORTING IN TO: Head of Talent

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BRAND PARTNERSHIP GROUP

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WE'RE LOOKING FOR A STRATEGIC TALENT BUSINESS PARTNER

As our Talent Business Partner, you'll be the strategic recruitment partner for your specialist disciplines, moving beyond vacancy management to influence workforce planning, talent strategy and hiring excellence across the Group.

You'll build long-term relationships with senior stakeholders, proactively map talent markets and create pipelines before vacancies arise. You'll use market intelligence, data and insight to advise the business, challenge hiring decisions where appropriate and deliver an exceptional candidate experience.

Working closely with Talent Specialist(s), who provide sourcing and delivery support, you'll focus on stakeholder consultancy, candidate engagement and commercial decision making.

TO MAKE A REAL DIFFERENCE IN THESE AREAS

BUSINESS PARTNERING

- Build trusted relationships with Directors, Heads of Department and Hiring Managers
- Lead recruitment briefing meetings, challenge requirements where appropriate, and influence workforce planning discussions

TALENT ATTRACTION

- Develop proactive talent pipelines before vacancies arise and maintain warm candidate networks for future hiring
- Map competitor organisations, identify passive talent and personally headhunt high-quality candidates
- Build discipline-specific talent communities and create compelling attraction campaigns
- Direct sourcing of suitable candidates for current vacancies
- Identification and utilisation of appropriate job boards, building justification where additional cost may be required
- Use market insight, salary benchmarking and competitor intelligence to advise the business

RECRUITMENT DELIVERY

- Own end-to-end recruitment for specialist vacancies, from briefing through to offer acceptance against defined SLA's
- Lead candidate screening, assessment, competency interviews and behavioural interviews
- Manage offer negotiation, candidate engagement and consistently strong candidate experience
- Maintain accurate ATS records, monitor recruitment KPIs and use insight to drive continuous improvement

WE TURN HUMAN CONNECTION INTO BRAND GROWTH

TALENT STRATEGY & HIRING EXCELLENCE

- Support succession planning, recruitment forecasting and future skills planning.
- Coach hiring managers, improve interview quality and promote inclusive hiring practices.
- Share labour market insights with leadership and contribute to employer brand initiatives.
- Reduce time-to-hire, increase offer acceptance and able to demonstrate ROI on recruitment spend through proactive recruitment.

OUR IDEAL PERSON & THE ESSENTIALS WE'RE AFTER

- You're passionate about Talent, ideally with in-house or agency recruitment experience. Marketing, retail, experiential, technology or corporate functions would be a bonus
- You're confident partnering senior stakeholders and influencing hiring decisions with insight and commercial awareness
- You have strong LinkedIn Recruiter capability, proven headhunting experience and the ability to build proactive talent pipelines
- You're an excellent interviewer with experience managing multiple vacancies and delivering a high-quality candidate experience
- You think commercially, challenge constructively, make data-led decisions and thrive in fast-paced environments
- You're curious, proactive and continuously improving, with an interest in workforce planning, employer branding, talent mapping, labour market analytics and recruitment technology

OUR ETHIC VALUES ARE AT THE CORE OF EVERYTHING WE DO, THE WAY WE THINK, THE APPROACH WE TAKE. THESE FIVE VALUES ARE QUALITIES WE LOOK FOR IN EVERY SINGLE MEMBER OF THE TEAM.



EXCELLENCE
TOGETHER
HEART
INTEGRITY
CURIOUS

WE TURN HUMAN CONNECTION INTO BRAND GROWTH