

Phil

Head of Talent Acquisition

London, UK | phil@email.com | 07XXX XXX XXX | linkedin.com/in/phil

PROFILE

8 years in recruitment. Started in high-volume agency, moved into embedded RPO across VC-backed startups, then went in-house at a £4.5bn fintech hiring 95 engineers with zero agency spend. Now at an early-stage AI recruitment start-up as the first non-technical hire, shaping the product and go-to-market as a practitioner-turned-operator.

Promoted at every company.

Looking for my next role as first or early TA hire at a Series A/B company. Own the hiring plan, shape how the team scales.

KEY METRICS

300+ career hires | 19-day average time-to-offer | 93% 12-month retention rate | Series A through F companies scaled

EXPERIENCE

First

Head of Talent Acquisition

Sep 2023 – Present | High Growth Start-up | AI CV Screening Tech | 5 Employees

First non-technical hire in a 5-person founding team building AI recruitment software. Shaping the product roadmap from a practitioner's perspective while building the go-to-market motion from scratch.

- Shaped product direction as the only practitioner on the founding team.
- Ran 40+ customer discovery calls with TA leaders to validate product-market fit.
- Built the GTM strategy and sales playbook – converted 12 pilot customers in 6 months.
- Created all product content, demos, and sales collateral from scratch.
- Designed the onboarding flow that cut customer time-to-value from 2 weeks to 3 days.
- Hired the first 10 team members as the company grew from 5 to 15.

Promoted: Founding Hire (10 months) → Head of Talent Acquisition (7 months)

Nexus Bank

Senior Talent Partner

Jan 2021 – Aug 2023 | Fintech | £4.5bn Series F | 2,500 Employees

Sole recruiter embedded in the engineering org covering backend, platform, and infrastructure across 4 squads.

Partnered with 11 hiring managers on role scoping, market mapping, and offer strategy.

- Hired 95 engineers in 2.5 years – 70% sourced directly, zero through agencies.
- 93% 12-month retention rate, beating the company average by 10 points.
- Eliminated agency dependency for the engineering org – saving an estimated £450k+ in fees.
- Designed and ran the company's first sourcing bootcamp – upskilled 6 new recruiters.
- Built a brand new platform team from 0 to 14 engineers in 5 months.
- Rebuilt the candidate experience survey – NPS jumped from 64 to 86 company-wide.

Promoted: Talent Partner (12 months) → Senior Talent Partner (20 months)

Left: Headhunted by First to build their TA function from scratch.

Harmon Search

Embedded Senior Recruiter

Mar 2018 – Dec 2020 | Embedded RPO | Series A–C Clients | 25 Employees

Placed inside VC-backed startups as an extension of their internal TA teams. Managed full-cycle recruitment for software engineering roles, from intake and sourcing through to offer negotiation.

- Billed £540k+ over 2.5 years – top biller 7 out of 10 quarters.
- Placed 120+ candidates with a 92% retention rate at 12 months.

- Won 18 new client accounts through candidate referrals alone – zero cold outreach.
- Ran a 12-hire embedded project for a Series A fintech – completed 2 weeks ahead of schedule.
- Built a candidate community of 2,000+ engineers through events, dinners, and content.
- Mentored 3 junior consultants – all hit target within their first 6 months.

Promoted: Consultant (14 months) → Senior Consultant (20 months)

Left: Wanted to be part of the teams I was hiring for. Made the jump to in-house.

Sterling Recruitment

Recruitment Consultant

Jul 2016 – Feb 2018 | Global Agency | £1.5bn Revenue | 5,000 Employees

Graduate entry into high-volume agency recruitment covering contract and permanent technology roles across the South East. 80+ calls a day, managing the full cycle from BD through to close.

- Billed £220k in second year – 120% of target, up from 65% in year one.
- Fastest in the cohort to make a placement (19 days from desk start).
- Placed 55 candidates across contract and permanent roles.
- Built an early specialism in DevOps and cloud infrastructure before most agencies had a dedicated desk.

Promoted: Trainee (11 months) → Recruitment Consultant (9 months)

Left: Outgrew the big-firm model. Wanted a smaller team where I could own the full desk.

EDUCATION

BA (Hons) Business Management | University of Leeds | 2:1

CERTIFICATIONS

- First Certified CV Sifting Process Enhancement
- LinkedIn Certified Recruiter Certification

REFERENCES

"Phil trained me when I joined and he's the reason I'm still in recruitment. I hit target in my first 6 months because of how he set me up."

Lucy Ward – Recruitment Consultant, Direct Report @ Harmon Search

Additional references available on request.