



Talent Acquisition Manager

- Cardiff Bay, with a requirement to travel to offices in Bristol, Swansea and London as required.
- Hybrid Working, 3 days in the office and 2 days from home
- Full Time, Permanent
- Highly Competitive Salary, Depending on Experience
- Quarterly Bonus + an accelerator Bonus for senior/consultant hires
- Comprehensive Benefits Package including:
 - Enhanced Annual Leave
 - Private Healthcare
 - Life Assurance
 - Defined Career Progression
 - Autonomy and flexibility to work from home/office

The Company:

Aspire Recruitment Services are proud to be working in collaboration with a dynamic commercial law firm. They benefit from a modern organisational structure and an agile, fluid, team-centric model. Not held back by tradition, they are always looking to improve their client service and grow their community.

As experts in their fields, they are a collaboration of instinctively commercial lawyers, passionate about delivering the best legal service, with their people and clients at the heart of everything they do. They pride themselves on total quality at all levels of their business, measuring their success by long-standing client relationships.

The firm's recent accolades include:

- The Times Best Law Firms of the Year 2020
- Law Firm of the Year 2020, Wales Legal Awards
- Law Firm of the Year (Wales), Legal 500 Awards.

The Role:

Due to ambitious growth plans, my client is seeking an experienced and highly driven Talent Acquisition Manager to oversee the in-house recruitment function.

The Talent Acquisition Manager is a key player within the business, responsible for leading and developing in the delivery of an efficient and highly functioning firm-wide talent acquisition service.

Responsibilities

- Overseeing the end-to-end recruitment process, providing a best-in-class candidate experience from initial contact to day one start.
- Working alongside the Commercial Director to implement firm-wide recruitment strategies.
- Driving employer branding activities to maximise organic candidate inflow.
- Managing the full lifecycle of the recruitment process from sourcing to offering and onboarding.
- Creating an engaging approach to candidate attraction utilising all available recruitment resources with a focus on direct sourcing and social media to attract high calibre candidates.
- Proactively sourcing, engaging, pre-screening, interviewing and assessing candidates to ensure the acquisition of industry-leading talent.
- Managing the candidate journey to ensure positive candidate outcomes.
- Assisting in managing relationships with external recruitment partners and third parties to ensure they are fully engaged in the business.



- Understand competitor practices and maintain a focus on continuous improvement to ensure the very best talent is identified and acquired.
- Build talent pools of candidates for hard-to-fill roles.
- Ensure compliance with SRA Code of Conduct 2011.

Skills, Experience & Qualifications:

- Minimum of five years recruitment/talent acquisition experience, ideally within a highly regulated industry.
- Experience of headhunting and in attractive passive candidates.
- Confidence in recruiting at senior level and in using sound influencing skills to entice.
- Proactive and passionate about recruitment and candidate attraction.
- Strong track record of using social media platforms (LinkedIn, Twitter) to drive networking and talent pool development.
- Ability to attract, engage and influence best-in-class talent in a highly competitive industry.
- Experience of working with multiple stakeholders.
- Previous project management experience desirable.
- Strong organisational and prioritisation skills with the ability to deliver against tight deadlines.
- Solutions-focused attitude with sound judgement skills
- Experience of working to financial targets.
- First class communications skills.
- Willingness to maintain and develop up-to-date industry knowledge by maintaining personal networks, attending webinars and networking events and reading professional publications.
- Previous experience within the legal industry preferred.

Aspire Recruitment Services Limited is acting as an Employment Agency in respect to this vacancy.

Key Words:

“Talent Acquisition Manager” or “Talent Attraction Manager” or “Talent Acquisition” or “Talent Attraction” or “Talent Manager” or “Talent Lead” or “Talent Executive” or “Talent Advisor” or “Recruitment Manager” or “Head of Recruitment” or “Head of Talent” or “Senior Recruitment Consultant” or “Recruitment Consultant” or “Recruitment Executive” or “Resource Manager” or “Resourcing Manager” or “Resource Executive” or “Resourcing Executive” or “Recruitment Advisor” or “Recruitment Officer” or “In House Recruiter” or “Internal Recruiter” or “Resourcer” or “Branch Manager” or “Executive Recruiter” or “Executive Consultant” or “Principal Consultant” or “Managing Consultant” or “Talent Partner” or “Recruitment Partner”