



How We Work With Internal Recruitment and HR Teams

About Us

WE Talent is a multi-discipline recruiter, supporting employers and job-seekers across a variety of positions. From business leadership through to operational support, we know that when hiring, one size most certainly doesn't fit all.

We create talent solutions, tailored to your requirements. It's how we work – building trusted partnerships for long-term success.

We cover a range of roles including (but not limited to) Finance & Accountancy, Sales & Marketing, Business Support, HR and Leadership opportunities.

As a pro-active recruiter with a wealth of experience, our ability to resource and match means that we are confident filling roles across a range of specialisms.



How We Work

When working with inhouse recruitment and HR teams, we become an extension of your business. Representing you as a professional recruitment consultancy, we're the first touch point a candidate has with your organisation.

Our thorough approach to understanding your business and culture means that the people we present to you will meet your specification and remain committed throughout the process.

We Understand Your Pain Points



PAIN POINT 1: Intense workload with multiple roles across different specialisms

We know the average inhouse recruiter is juggling 40+ roles in any given week, that's less than an hour a week to work on each role. Our team at WE Talent has the capacity to support you with multiple roles concurrently. We have specialist recruiters with experience working across different sectors, so can provide advice on current market rates as well as use their extensive networks to find you the best candidates. We also fit seamlessly into your existing recruitment process, taking comprehensive briefs before getting to work.

PAIN POINT 2: Confidential roles are difficult to manage internally

We appreciate that not all roles will be advertised internally and that changes to senior leadership needs to be handled discretely. We can take briefs from you and then promote the role on your behalf maintaining confidentiality throughout the initial screening process.

PAIN POINT 3: Accessing hard-to-find candidates

In a talent-short market, the best way to find professionals is to tap into the passive as well as active candidate pool. Our team of highly pro-active Resourcers are experienced at headhunting and are constantly in touch with the best talent in the industry to identify the types of roles that best appeal to them, as well as the benefits and compensation packages that will support their move to a new organisation.

PAIN POINT 4: High administrative burden

With so many roles on the go at any given moment, the administrative burden of posting job ads, shortlisting candidates, scheduling interviews and conducting reference checks can feel overwhelming. Our team can take that pressure away, and deliver many functions on your behalf - leaving you to focus on the most important parts of the hiring process. An additional benefit of working with an external recruiter is the ongoing touch points with your candidate as you move through the screening process. WE Talent are experts in recruiting for high compliance industries and have up to date knowledge of recruitment best practice and employment law.

PAIN POINT 5: Ensuring a positive candidate experience

In the current market, top candidates expect a quality and speedy recruitment experience that reflects your organisation's Employee Value Proposition. This includes reducing the time to hire and ensuring constant communication throughout the recruitment process. Our team can provide advice and ongoing support to ensure your employment brand shines from start to finish.

We also know candidates sometimes prefer to work with an intermediary rather than the employer directly. This stems from the ability to have more frank and candid conversations about the role, the applicant's motivations and expectations. It also provides the candidate an opportunity to feedback on the recruitment process itself. We can also mediate offer negotiations with successful candidates on your behalf, using our extensive knowledge of market salary benchmarks.

Our Mission

We work collaboratively with employers and jobseekers to understand, advise and ultimately make a long-term positive impact for all involved

Our Purpose

Delivering authentic recruitment solutions built on honesty, pride and a desire to constantly evolve

Our Values

We're focused on our people. We're committed to being authentic in how we operate, and to how we work with our team to support them in realising their potential.

- We work hard
- We challenge for excellence
- We act with integrity
- We support our team - our internal and external partners
- We deliver on our promise



"We have shared a professional relationship for over ten years; recruiting individuals for my teams and locating senior management positions. She has an ability to fit the right person to the right job. She understands people's skills and is able to match these extremely well to an organisation's recruitment needs."

Accountancy Practice
Head of HR

"I have been lucky to work with Emma for over 5 years and her delivery gets better and better every time we speak. We have always received great quality candidates and that's down to Emma's hard work. I highly recommend WE Talent and will certainly continue to work with her in the future."

Wealth Management Business
Human Resources Business Partner

Let's Get Started

Our team of professional recruiters is ready to find your team the best talent in the market. Get in touch with us today to start planning out your resourcing needs.

