

Talent Recruitment Partner

- **Salary between £32,000 – £36,000 FTE (DOE).**
- **Full or Part time hours available.**
- **Discretionary bonus for doing a great job (up to 10% of salary).**
- **Hybrid working**
- **Benefits: Healthcare/ life assurance / wellbeing apps / Perkbox/ gym discounts/ retail discounts/ free on-site parking.**
- **Long term incentive scheme.**
- **33 days annual leave (incl: public holidays) – rising to 36 with LOS.**
- **An amazing culture where you can get involved in all sorts of cultural activities, celebrations, parties, recognition awards etc.**
- **Paid volunteering opportunities to spend time with Lantern’s recognised charity.**

What you’ll be doing...

You’ll be involved in all aspects of the recruitment process, hiring technical, specialist, management, and operational roles across the business. Your experience of working in a competitive fast paced market will be valuable, especially if you’ve already had experience of recruiting for high volume contact centres. You’ll use online tools and insights to build a companywide talent pipeline to support our continued growth and be the face of Lantern whilst ensuring candidates have a great experience both during and after the hiring process. You’ll be responsible for posting vacancies, screening job applications and interviewing candidates. Your experience of assessment centre style techniques will be an advantage.

What you’ll need

- You’ll already work in a fast-paced recruitment environment, ideally with experience of hiring within a contact centre A personable nature able to forge positive relationships both with candidates and hiring managers quickly.
- Experience in headhunting and identifying potential candidates who may not currently be on the market.
- Strong third-party relationship skills, working closely with specialist recruiters when necessary and negotiating TOBs.
- Strong knowledge of data protection law, as you’ll be responsible for recruitment activity record retention and deletion processes.
- Ability to prioritise and respond quickly to the demands of the business.
- Strong MS Office experience, including MS Teams video calling, 365, Word, Excel, PPT etc.,
- Strong negotiating and influencing skills.
- Strong attention to detail and accuracy both written and verbal presentation.
- Demonstrating resilience and agility in your approach to work - we're fast paced and sometimes we'll need to juggle or prioritise.

- Being creative – we love hearing new ideas from our colleagues about how we can do things better.

Who are we?

We're a market leader in acquiring and managing vulnerable customers, helping them to find an affordable solution and sustainable pathway to clearing their outstanding debts. Having built a solid reputation for being the specialist in our sector, we've won some pretty impressive GOLD standard awards over the last several years including Investors in People and Investor in Customers.

If you want to hear what our customers and colleagues are saying about us, why not visit our website www.lanternuk.com.

We're inclusive.

We're committed to becoming an employer of choice for diversity, where leaders, structures, and interactions encourage you to thrive at work and be yourself. If you need any adjustments during any part of our recruitment process, please get in touch.

We're an equal opportunities employer with a diverse, inclusive, merit-based, and equitable workplace. We recognize that diversity drives our creativity, resilience, and success and makes our business stronger.

Your privacy is important to us. By submitting personal data or information to us, you agree this will be handled in accordance with the Global Privacy Policy

Due to the nature of our business, all offers of employment are subject to background and vetting checks, including; employment references, DBS (basic), credit file search, PEP and financial sanctions searches.