

Recruitment Resourcing Partner

- **Salary up to £27,000 dependant on experience.**
- **Discretionary bonus for doing a great job (up to 10% of salary).**
- **Hybrid working (2 days in the office, Pudsey or Leeds)**
- **Benefits: Healthcare/ life assurance / wellbeing apps / Perkbox/ gym discounts/ retail discounts/ free on-site parking.**
- **Breakfast bar, fruit, free drinks**
- **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**

Lantern are growing! We've recently opened a new office in Leeds City Centre and are looking for an ambitious Recruitment Resourcing Partner to join the team during this exciting period of growth.

What you'll be doing

As the **Recruitment Resourcing Partner**, you will deliver multiple end to end recruitment campaigns across the Group of companies and identify and attract the best talent across all areas of the business. The role will build a pipeline of talent by sourcing candidates from passive, warm and cold pools, using social media, job boards and networking platforms. The role will be responsible for candidate life cycle administration in respect of creating job adverts, candidate tracking and engagement using an ATS system through to onboarding and offer. The role will support the Recruitment Business Partner at careers fairs and on other job market campaigns. The role will be confident in delivering social media engagement such as Instagram and Facebook updates to build the company's EVP. The role will work closely with hiring managers to understand the recruitment brief and identify the most appropriate marketing tools to attract candidates.

What you'll need

- You'll already work in a fast-paced recruitment environment, with experience of hiring large-scale customer service candidates and ideally within a contact centre.
- Your experience of assessment centre style techniques will be an advantage.
- Ideally, you'll have experience in remotely supporting multiple sites.
- Strong sourcing and networking abilities, with a track record of attracting and hiring best in class.
- Building strong talent pipelines for the future with both passive and active candidates.
- Excellent interpersonal and communication skills, with the ability to build rapport with candidates and stakeholders at all levels.
- Exceptional organisational, negotiating and influencing skills with strong attention to detail.
- Ability to manage multiple priorities and work in a demanding, fast-paced, dynamic environment.
- You'll have adopted strong third-party relationship skills, working closely with specialist recruiters when necessary.
- Strong MS Office experience, including MS Teams video calling, 365, Word, Excel, PPT etc.,
- 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.

We are Lantern.

Let's face it, debt is never easy. When it comes to debt collection, we believe there's a better way – one that involves treating our customers with the empathy and respect that they deserve.

Here at **Lantern**, we recognise that everyone's circumstances are different. There isn't a solution that works for everyone. That's why we choose to take a different approach – a more *human* approach.



Lantern is authorised and regulated by the Financial Conduct Authority for consumer credit regulated accounts under firm reference number 718024. Lantern is the trading name of Lantern Debt Recovery Services Limited. Registered in England and Wales Company No. 06637307.
Registered office: Protection House, 83 Bradford Road, Leeds LS28 6AT



Since 2008, we've helped over 4 million people clear their debt with us in a way that is sympathetic and flexible. We put our customers in control. We take the time to get to know them so that, together, we can create an affordable and sustainable repayment plan to set them on the pathway to becoming debt free. Our efforts haven't gone unnoticed, and we've been awarded with the Investors in Customers 2024 GOLD standard for our dedication and ongoing commitment to customer care. For us, it's quite simple: we choose to treat our customers the way we would want to be treated.

We reward great work.

- Discretionary annual bonus scheme, up to 10% of your salary.
- Hybrid working so you can work around life's other commitments.
- 33 days annual leave (incl. public holidays) rising to 36 with LOS.
- Healthcare Cash Plan.
- Life Assurance Plan.
- Discounts at major UK retailers.
- Paid volunteering opportunities.
- Recognition awards, celebrations, parties and more!

What happens next?

We'll be in touch if your application is successful so keep an eye on your emails! We'll arrange a short call to learn more about you and answer any questions you have. If it feels like we're a good match, you'll be invited to come along and meet some of the team.

We are 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. As an inclusive employer, please do let us know if you need any adjustments during our recruitment process.

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

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