



At Cabot, we pride ourselves on being the best at what we do and we recognise that it's the people that make the difference to any organisation. So, are you ready for a new challenge?! As we are on the lookout for a Data & Process Improvement Consultant to join our Talent Acquisition team on an 18 month fixed term contract!

We have offices throughout the UK in London, Kent, Worthing, Hull, Glasgow, Saltcoats, Telford, Shrewsbury and Bolton – we are happy for this role to be based at any of our offices and it will be part home based and part office based in line with our hybrid working model.

Not heard of us? Here's our story:

Cabot Credit Management is a market leader in credit management services. We are an award winning, Investors in People Gold accredited organisation and we are passionate about the ethical treatment of our customers and employees. Our mission is to create pathways to economic freedom and our vision is to make credit accessible by partnering with our consumers to restore their financial health.

Things you should know:

The purpose of this role is to lead and co-ordinate all project efforts within the Talent Acquisition Function in particular to identify, plan and implement an Applicant Tracking System for across the Enterprise. Additionally, this role will support the Talent Acquisition team and the wider HR team to improve the attraction, assessment and onboarding processes and procedures and identify the appropriate management information to ensure we are monitoring our talent acquisition efforts in a value-add manner that provides insights and informs decisions.

Some of the key responsibilities include:

- Co-ordinate and manage all talent acquisition projects, providing appropriate governance, working closely with SMEs to ensure key considerations are taken into account, projects are managed in a manner that doesn't overwhelm key contributors and that we meet our agreed delivery deadlines
- Partner with the wider Talent Acquisition Leadership team to plan activity for the year, including but not limited to, annual review of processes, procedures and policies and future projects
- Contribute to the HR budget process, providing insights into activities required to continually improve the talent acquisition service proposition
- Own the identification and implementation of the Applicant Tracking System, working closely with all key stakeholders to ensure appropriate governance of project, the delivery of the plan on time and within budget. Ensuring all maintenance processes, procedures and policies are in place with review cycle established.



- Review all Talent Acquisition MI and data gathering solutions, look for and implement solutions that will streamline our approach and lessen the burden on the broader team, ensuring the Applicant Tracking System provides an appropriate solution that automates the majority of our MI requirements
- Complete an end to end review of the applicant to colleague journey, working closely with the Talent Acquisition Leadership team in particular the Talent Acquisition Managers and the Talent Acquisition Marketing Specialist

The fun facts:

Not only are we offering a competitive salary DOE and a fantastic bonus scheme, you will also be entitled to loads of great benefits such as 23 days holiday plus all bank holidays, discount and cash back on hundreds of high-street shops, private health insurance, healthcare cash back plan, travel insurance, pension, on site health checks plus much, much more.

Things we need from you:

- In depth experience of resourcing MI
- Demonstrated experience of creating insights from resourcing MI
- Demonstrated experience of reviewing and improving HR processes and procedures in particular recruitment and onboarding
- Experience of implementing an Applicant Tracking System
- Project management experience
- Good commercial knowledge of a financial services / call centre environment is desirable
- Proficient in IT with ability to produce meaningful recruitment insights from experience, data & MI

What happens next?

If this sounds like you and if you would like to join our rapidly expanding company that offers excellent career progression, then we would love to hear from you! We are looking for people to interview now and join us ASAP!

Diversity and inclusion are very important to us at Cabot and we value a multitude of diverse talent within our business. We want everyone to be themselves at work and encourage a culture that includes everyone. Our policies ensure that every candidate and employee are treated fairly and with equal opportunities.

***At Cabot we are highly regulated by our clients, as such, any successful candidates will have to undergo a basic credit check and criminal background check. Please note that we are unable to proceed to interview stage if a CCI, IVA or Bankruptcy appears on a credit file, or if you do not have full right to work in the UK – we are unfortunately unable to offer sponsorship.*



We care



We find a better way



We are inclusive and collaborative