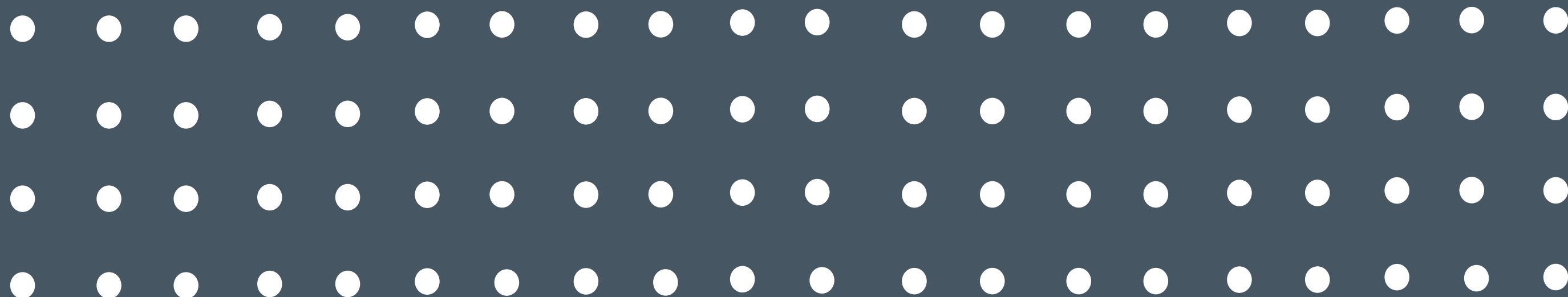


JOIN STANTON HOUSE

Stanton
house

EXCEPTIONAL CAREERS,
GENUINE PEOPLE



Exceptional careers, genuine people

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Exceptional careers, genuine people

Welcome

The world of work is changing at a phenomenal pace, and we strive to remain at the cutting edge of providing exceptional employee experiences, supporting everyone to be their brilliant unique selves.

At Stanton House, we have an intense focus on developing customer relationships based on trust. For that to happen consistently, our people have to wholeheartedly buy into that guiding principle.

I am very proud to say that this is what we have managed to achieve. Our people are motivated by delivering an exceptional customer experience and so they are fulfilled by what they do and how they do it.

The level of commitment to achieving great things is inspirational. Our people not only pursue their own individual goals, but they all play their part in making their team as successful as possible.

And to top it all, they care enough about the company that they give their time and energy to help Stanton House improve.

Our Values of **Ambition**, **Integrity** and **Energy** are the guiding principles that inform the decisions that we make every day in the service of our customers, colleagues, and wider business community.

We have complete clarity about what great looks like and we work tirelessly to create a high performance, creative and empathetic environment where people flourish, are supported and love what they do.

This brochure will tell you everything you need to know about our new Employee Value Proposition (EVP) and what you are entitled to - from incentives, flexible working and benefits all the way through to wellbeing initiatives and your personal development.

I hope to welcome you and look forward to you starting your journey with us.



Neil Wilson, CEO

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Why choose recruitment?



If this is the first time that you are considering a career in recruitment, it is most certainly worth thinking about!

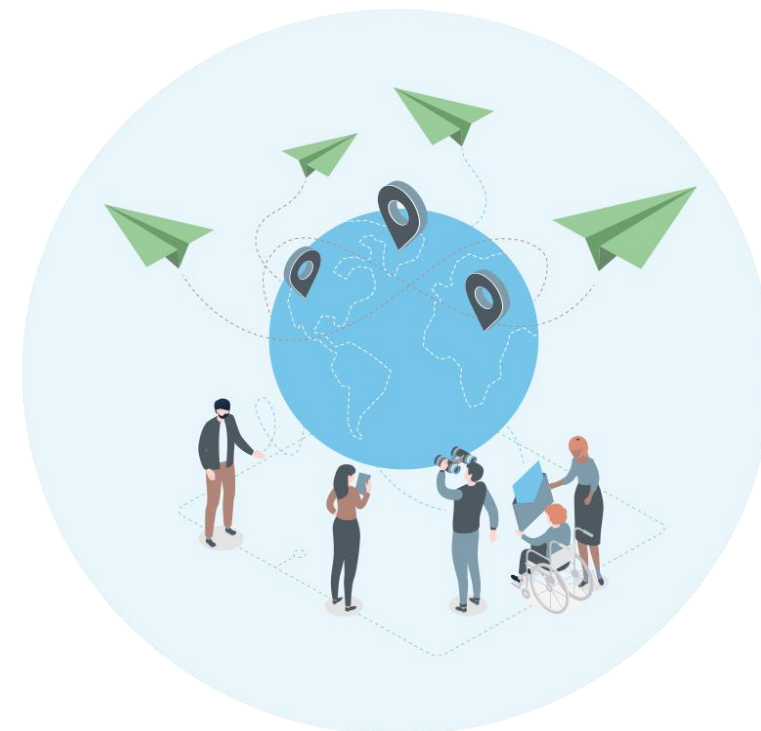
Whether it is a career change, or you are making plans after graduation, recruitment is an industry that provides clear progression, makes an impact to people's lives, and offers excellent financial rewards.

What's more, you'll fast-track your learning about different industries, businesses, and professions.

We offer roles in the UK and the US for experienced consultants as well as placement years, internships, graduate, and trainee recruitment consultant positions.

A career in recruitment offers:

- ✓ The opportunity to positively impact people's lives
- ✓ The opportunity to form deep relationships
- ✓ Exposure to different industries and professions
- ✓ Excellent financial rewards
- ✓ International opportunities



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Our story



When Stanton House was formed in 2010, it was driven by a passion to deliver an exceptional customer experience.

We recognise that the recruitment industry does not consistently achieve this, particularly when it comes to supporting professionals looking to change jobs, and we saw a real opportunity to set ourselves apart from the competition.

We appreciate that moving jobs is a life defining experience. We believe that the right job can transform a person's life for the better. It is after all, how we derive purpose in our lives, pay for the roof over our heads and support our loved ones.

So, we set out to ensure that we would 100% commit to treating all our customers with courtesy and respect. We would differentiate ourselves by delivering value and creating an exceptional customer experience – every time.

Since then, we have developed a customer-focused proposition that has laid the foundations for consistent success having established offices in London, Reading and Chicago and grown to over 50 employees.

We are utterly obsessed with measuring both customer and employee feedback as we believe that this is the only way that we can learn and improve.

We have entered new markets, won industry awards, and maintained profitable growth throughout the life of the business.



Exceptional careers, genuine people

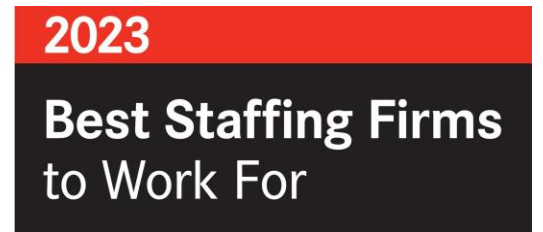
We are award-winning...

Stanton House has accumulated remarkable accolades and awards, solidifying its reputation as an exceptional recruitment firm. Notably, we've been recognised as one of the "Top 25 Best Small Companies to Work for in the UK" in 2023 and "London's top 10 Best Small Companies to Work for" in 2023, a distinction that underscores commitment to providing a positive and fulfilling work environment for our employees.

We have once again been ranked as a 'Platinum Service Provider' by the IIM - Institute of Interim Management's Top Providers list. This marks the second year in a row that we have maintained 'Platinum' status - moving up from position 16 in 2023 to number 6th in 2024!

If you want to see what we got up to at the awards ceremony [check out our video](#)

We've cultivated a culture that fosters innovation, collaboration, and career growth. Our unwavering dedication to providing a remarkable employee experience sets us apart from our competitors and drives our continued success and industry recognition.



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Our journey

1

OCTOBER 2010

Stanton House is born, created by former colleagues Nick Eaves and Neil Wilson, driven by creating a recruitment company that focuses on exceptional customer service.

MARCH 2011

Shortly after the inception of Stanton House, Nick and Neil expand into Reading, and open their first office.

2

3

SEPTEMBER 2019

Driven by growth, Nick and Neil spot an opportunity overseas in the USA, and open a third location in Chicago

4

OCTOBER 2019

We win ApSCo recruitment company of the year, which is a huge milestone for us!

5

MARCH 2022

Stanton House launches Acuity, an executive search brand focussing solely on board level hires

6

SEPTEMBER 2022

Stanton house ranks in the top 5 best small companies to work for in the UK!

Since launching in 2010, we have grown to over 80 employees and developed a customer-focused proposition that has laid the foundations for consistent success.

Our success is achieved through getting close to our customers so that we can fully understand our customers' requirements to deliver the right solution.

We believe that the recruitment process works best when we build trust through consistent delivery. Trust is the catalyst for a long-term relationship with candidates and clients.



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Our specialisms

We help organisations across multiple industry sectors in the UK and North America to innovate, transform and grow by finding exceptional specialist talent.

In the UK we deliver interim and permanent recruitment solutions within:

- **Accountancy & Finance**
- **Change & Transformation**

In the US we deliver contract and permanent recruitment solutions within:

- **Cybersecurity**
- **Sales, Marketing & Customer Success**
- **Product & Engineering**

Our customers range from the most exciting start-ups at the beginning of their growth, to the world's largest organisations.

They tell us we're exceptional in the *lengths we go to in order to add value to them*, often taking a long-term view on the commercial benefit of those efforts.



In 2022 we launched our sister brand Acuity - a global executive search firm. This team work closely with boards, chairs, management teams and investors to match them with executive talent, either at board level or those who would report to the board.

Acuity clients are fascinating businesses undertaking high growth or transformation. The teamwork across a variety sectors but have extensive expertise in supporting technology companies innovating the world around us.

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Our Vision & Values

Our Vision is to; *Achieve outstanding performance through delivering exceptional customer experiences*, as we believe that our success, your success, and the customer experience go hand in hand.

We simply cannot achieve our goals without consistently delivering an exceptional experience, at every touch point. For us, Customers are professionals seeking a new job, as well as the employers that hire them.

Our Values best illustrate the DNA of our organisation. **Ambition**, **Integrity** and **Energy** are the principles we stand for and guide our people in the actions and decisions they make every day.

Our ambitious growth plans and high-performance expectations will never be at the expense of the customer experience or compromise our values.

We nurture long-term relationships and treat all customers with courtesy and respect. This means providing a brilliant service, adding value, showing that we care and being professionally memorable.



Ambition

We pull together to win.

- We take ownership
- We go above and beyond
- We operate outside the comfort zone
- We move forward optimistically



Integrity

We do the right thing, even when no one is looking.

- We treat everyone with respect and consideration
- We earn others' long-term trust
- We create and nurture an environment where everyone is valued



Energy

We love what we do, and it shows.

- We bring our best self to everything
- We exceed the expectations of our customers
- We demonstrate a consistent Growth Mindset

Exceptional careers, genuine people

Commission

As soon as you hit your threshold, our uncapped commission pays up to 33% of your billings every quarter.

Manager bonus

All sales team managers are eligible for a quarterly bonus which is based on team and company performance.

Operational support bonus

All of our operational support team members receive an annual bonus based on personal and company performance.

Flexible hours

Work your contracted hours, whenever works for you. No rules, no restrictions, simply put your customers and team first.

Time off

29 days annual leave + public holidays + your birthday off.

Beyond Benefits



Hybrid working

Work up to two days a week from home. We are all in the offices on Tuesdays, Thursdays and Fridays as they're the most popular days for collaboration.

Work from anywhere

Once you're settled into your new role, work remotely for an extended period of time and take the opportunity to travel abroad, visit family or simply have a change of scenery.

Private health insurance

Principal Consultant level and up are eligible for individual private health insurance after a qualifying period. Manager/Executive consultants and up are eligible for family cover too.

Pension scheme

Auto-enrolment after 3 months with up to 5% employer match.

Life assurance

Managers are eligible for life assurance cover at 4x salary.

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Perfect Perks

Sabbaticals

Sabbatical options after 3,5 and 10 years. These include a 50% paid 3-month sabbatical.

Global WeWork membership

Working outside of your local office location? Take advantage of our global WeWork membership across 756 locations in 38 countries.

24/7 private GP, discounted gym membership & counselling

Free access to a customisable wellbeing platform with over 40 benefits and services including 24/7 private GP, discounted gym membership, cashback on your weekly shop and free counselling for you and your household.

Incentives & socials

Annual incentive trip abroad, quarterly winners' lunches, whole office incentives, Summer parties, Christmas parties.

Cycle to work scheme

After six months, you can opt into this scheme which will save you 26-40% on a bike and accessories, or even more with certain offers. You pay nothing upfront, and the payments are taken tax efficiently from your salary.

Relocation package

If you relocate to another office internationally, we'll guide you through and cover the cost of your visa application and legal fees. We'll pay for your outbound flight and a round-trip to visit your home country once a year. We will also help with accommodation costs for the first couple of weeks when you first land in your new location too.

Free financial advice

Free access to 1:1 financial wellbeing advice through Schroders Personal Wealth.



Why Stanton House?

We all care, support and challenge one another, to provide the best possible experience to our colleagues and customers, through our actions and decisions, every day.

We don't take the responsibility of recruitment lightly. It's more than just a job we come to every day.

The right job, can after all, transform a person's life for the better. And the right person can help a business to flourish.

We work hard, inspire each other, and have fun celebrating success along the way. Ultimately, it's an environment where we create **exceptional careers**, with **genuine people**.

Our Employee Value Proposition:



We achieve outstanding performance



We invest in your future



We have a social conscience



We care about you

Here's what all this means for you...



Accomplish beyond what you ever thought possible

We've launched successful new divisions, won industry and best company to work for awards, entered new markets and maintained profitable growth throughout the life of the business.

Now with offices across **London, Reading and Chicago**, we frequently support the relocation of our employees, into new roles, across continents.

Grow with continuous feedback

We believe that your success, our success and the customer experience go hand-in-hand. That's why we're utterly obsessed with obtaining and measuring customer feedback.

We're proud to have an overall Net Promoter Score of 67% which, according to NPS global standards, puts us in the 'excellent' category. We track these scores and scrutinise feedback to help you go further, faster.



Be supported by the best

We are home to the ambitious. **Our NFI per Consultant** is within the **top 10% of the industry** and we've recently celebrated our first **\$1m biller**. What's more, you'll be surrounded and supported by some seriously high-performing people and able to learn from the very best.

Get rewarded for high performance

We reward all our teams, and we reward them well. We have generous bonus schemes, internal awards, prizes, quarterly lunch clubs and incentive holidays. Everyone in every function is included, recognised and rewarded.

glassdoor
Reviews 2022

The image shows the Glassdoor logo, which consists of a green square with a white 'G' inside, followed by the word 'glassdoor' in a green sans-serif font and 'Reviews 2022' in a white sans-serif font.

"A great place to develop your career in the recruitment industry. There are genuinely some of the most talented people in the sector working for Stanton House, not only do they increase your aspiration bubble, but they also support you in developing to achieve beyond what you thought possible."



Realise your potential

First professional job? Just had a career break? Got years of recruitment experience? No problem - we've got you covered. We welcome all levels of experience and wherever you're at in your career journey, you'll receive a bespoke training programme specifically tailored to your professional goals.

Equip yourself with the tools you need to succeed

We put huge emphasis on building enduring, meaningful customer relationships. To succeed, we believe that you'll need to be professionally memorable. So, we'll equip you with the very best technology and marketing tools in the industry. LinkedIn RPS licenses come as standard, and our custom-built Business Intelligence tool enables full transparency and ownership over your own performance.

What's more, you'll have access to an ever-growing content library and array of conversation-starting insight papers to share with your customers.

No matter your experience, our internal training programmes include both the technical skills needed to excel in your role as well as EQ skills needed to be the best recruiter you can be.

Recruitment newbies

If this is your first role in recruitment, you'll be guided through an in-depth programme with an optimum mix of structured group sessions and on-desk coaching to build the confidence needed to succeed.

Experienced recruiters

We will tailor our induction programme to suit your experience and skills, offering a mix of structured group sessions and on-desk coaching to provide you with the best start to your career at Stanton House.





Raise your game with a bespoke development plan

Learning never stops at Stanton House. Our commitment to a Growth Mindset means that all our people are learning and striving to be better regardless of seniority. We push each other and strive to create a feedback, coaching and learning culture.

Throughout your career with us, your team will be there to support, guide and push you to achieve your goals. Our internal Learning and Development team, whose sole purpose it is to make you brilliant at your job, continuously design and deliver new workshops to develop your expertise and interpersonal skills.



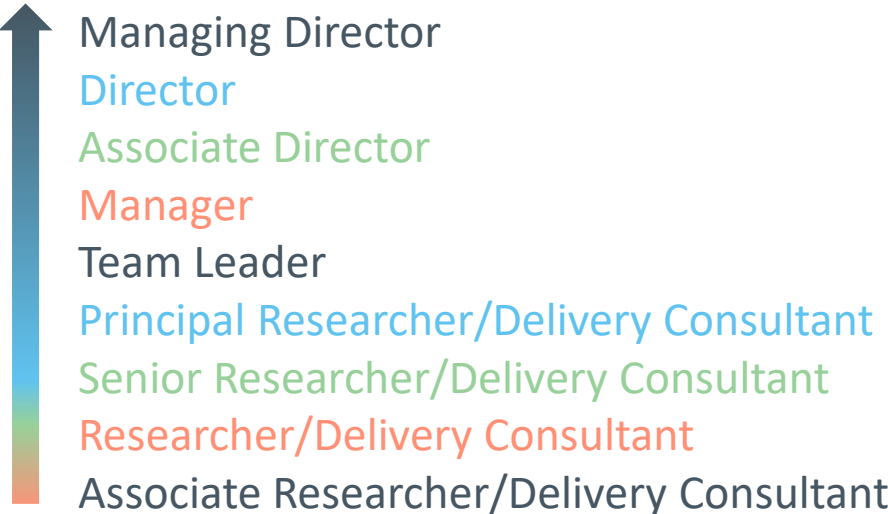
“My skills, confidence and recruiting expertise have grown so much since joining Stanton House. I put this down to the fantastic training here but also the continuous support I have received from colleagues across the business.”

Hannah Minker, Senior Researcher, Accountancy & Finance



Our career paths

Researcher journey



Researcher

If you take our Researcher/Delivery path, you'll be in a predominantly candidate-focused role requiring you to use creative techniques to identify the best candidates on the market and build relationships. Should your ambitions be to lead a team, you will have the opportunity to develop into a manager of team of delivery consultants.

Sales journey



Sales

If you take our sales route, you'll be responsible for the full recruitment cycle including building relationships with clients and generating new business. As you develop, you have the opportunity to manage a team of consultants, or you can continue on the billing path. Both are equally rewarding!



Help change the world of work

Join our mission to change the perception of the recruitment industry

We've always had a very clear intent to differentiate our business through the quality of the customer experience we deliver.

We recognise that the recruitment industry doesn't always achieve this, particularly when it comes to supporting professionals looking to change jobs. And this is where we seek to set ourselves apart.

We don't treat candidates like a commodity - an age-old flaw in the recruitment industry - we treat all customers with courtesy and respect.

It's not about winning at all costs, it's about doing the right thing, every time. Join us and you'll be working for a business that puts the customer experience first.

This is not a hollow aspiration and perhaps what is unusual for a business of our size - is that we have a Chief Customer Officer - a Board Appointment entirely preoccupied with and accountable for the customer experience.

Hire for difference & celebrate uniqueness

We believe that, in order to truly support our customers, we first need to hold a mirror up to ourselves to create the right internal foundation. We hold ourselves accountable to attract, retain and develop diverse talent; challenging and upholding D&I excellence which supports and fosters an environment that wholly celebrates uniqueness.

Being aware of our own biases and challenging our clients on theirs, sits at the heart of our diversity, equality and inclusion commitment. We do this, not only because it's the right thing to do, but because we truly believe that diverse teams produce the best results and inspire the most brilliance.



Our EVP: we have a social conscience

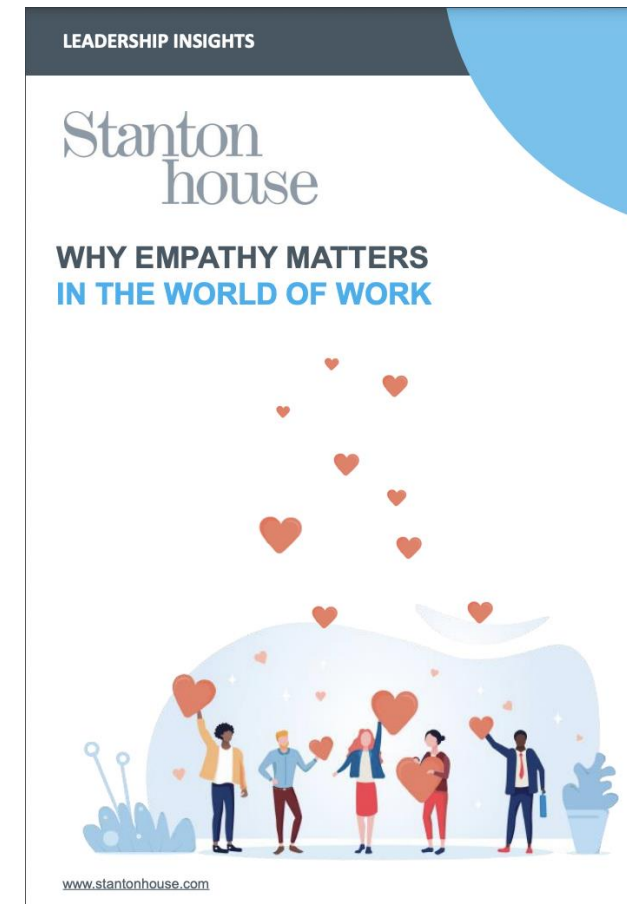


Form deeper connections through our Empathy Series

We understand that events in our day-to-day lives are integral to how we perform in the workplace and to succeed, great colleagues must show empathy.

One of our initiatives to address this was the Empathy Series - an internal initiative where colleagues come together to share lived experiences on different life challenges such as neurodiversity, caring for dependents, size diversity, structural racism, mental illness, anxiety and chronic illness – to name a few!

This series has had a profoundly positive impact on our culture where we have formed deeper connections and gained a greater understanding of each other.



"The Empathy Series has developed a great reputation internally and is the source of pride among our colleagues. The sessions are making a real difference to how people support each other. The topics under discussion have always been there, but for the most part, until now, have remained unspoken."

Esther Boffey,
Senior People Partner



Our EVP: we have a social conscience



Join a committee, make a difference

Our committees are open to all. Sign up, share your voice, get involved and help shape our workplace...

Diversity & Inclusion

Focus action on equality for all at Stanton House and in the wider world of work.



Social

Plan our social calendar, incentives and celebrations.



Corporate Social Responsibility

Select our corporate charity and plan fund-raising events.



Our EVP: we have a social conscience



Give back

Giving back matters to us at Stanton House, which is why we have a dedicated CSR Committee who drive and organise charitable events and fundraisers. Most recently, our chosen charity has been St Catherine's Hospice, a local charity with a big ambition – to make sure nobody faces death and loss alone

In the past we have pushed ourselves to the limit in two 100km walks (with the blisters to prove it!) along with completing the gruelling 100-mile cycle for Ride London. In 2022 alone, we raised more than £20,000 for our chosen charity in 2022 and 2024 Harry's Hat.



We also have a long-standing relationship with EducAid, a charity that provides high quality education and promotes gender equality among the underprivileged young people of Sierra Leone. Since 2015 we have raised well over £40,000 for EducAid and have continued our support by donating dozens of laptops, and providing free recruitment services.



In 2022 our attention was consumed by the tragedy unfolding in Ukraine and our Chief Customer Officer led an effort to raise, so far, £67,500 for essential medical supplies and to fund efforts to help refugees escape the War. These funds have directly contributed to the evacuation of over 400 women and children from war torn cities.

We also have annual giving back days where each office has the day off to support a community project. Most recently those community projects were the Shakespeare Adventure Walk Playground (SWAPA) in Hackney and Camp Mohawk in Reading.





Open the door to flexibility & support

Everyone in the company benefits from working in a highly flexible way, including where they base themselves. We recognise that flexibility means something different for everyone and that's why we encourage a schedule that works best for you.

We offer **hybrid working** (work from home on Mondays and Fridays), **flexible hours**, **early finish Fridays**, and **work from anywhere**. This means you can choose to work fully remotely for a period of time - pack your suitcase and take advantage of our global WeWork membership!

Our people have worked remotely from Copenhagen, Singapore, Ireland, Amsterdam and Florida to name a few!



"I am working in a role I love but still able to do the school drop off and pick up. I also take the school holidays off completely. Flexibility means something different to everyone and this is my version of flexible!"

Olivia Wilson, Senior Researcher

Find a healthy work-life balance

Our Glassdoor score of 4.9/5 for 'Work-life Balance' reflects our focus on results - not presenteeism. We offer a highly flexible, hybrid working environment and equip our people with everything they need to be productive at home and in the office.

We also know the incredible energy and collaboration that happens when you're face-to-face with your colleagues, so our office spaces all provide the ideal setup for you to work at your best.

Everyone has mental health, and we are working hard to help break the stigma in the workplace. That's why we have one certified Mental Health Champion for every three employees.

We train our leaders in all aspects of mental health awareness, and you and your family will have access to free professional counselling resources.





Women in Stanton House

Recruitment historically has a reputation as a male-dominated industry.

Stanton House is different

We have a gender split of **52% female, 48% male** and are fiercely committed to creating an inclusive environment where every woman's voice is heard, ideas are valued, and the success of both our male and female colleagues is celebrated together.

We also offer many perks and initiatives to support our female colleagues, including:

- Enhanced maternity pay
- **Free period products** in our offices
- Internal education on topics such as menopause, pregnancy, and IVF
- A **Maternity Buddy Scheme** for new mothers returning to work
- A women's public speaking support group
- We host an **internal Women forum (WISH)** which is a safe space for our women to share experiences, learn from each other and have a voice at the table





Share your voice

As a people and 'experience-focused' business, we believe that getting regular feedback from our employees is vital for us to learn, improve and create a better workplace. We listen to what they tell us and change our business accordingly.

This isn't just a line; our people tell us this is the case! We achieved 'unprecedented' engagement scores in our last employee engagement survey, and we've been recognised for our approach to workplace engagement with a highly coveted and sought-after industry standard.

We have been certified by Best Companies (formally Sunday Times Best Companies) and recognised for our commitment to our employees, with a 3-star accreditation rating, which represents 'world-class' levels of employee engagement.

This rating was awarded after our employees were asked to complete a comprehensive and completely confidential engagement survey with questions answered around our company vision and purpose, leadership, training, and culture.

What's more important than winning accolades, however, is that you get the chance to add your voice to these internal surveys to help shape a better workplace for us all.

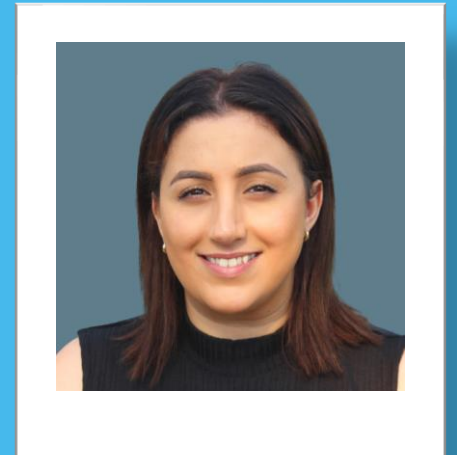
- **97%** of our people feel **proud** to work for this organisation
- **98%** of people agree that they **love working** for this organisation
- **96%** of our people are **interested in the work** they do
- **96%** of people **would not leave** if they were offered another job



Our Stanton House stories...

Elle Zoma: from Compliance Coordinator to the front line and a new life overseas!

"I began my career with Stanton House in a Compliance Coordinator role within the ops support team. I had no experience in recruitment at all previously but within the first few months, I quickly realised I wanted to take a different path but stay within the business. I expressed my interest in becoming a Recruitment Consultant and my manager immediately got to work with a transition plan.



This was the first time anyone at Stanton House had put their hand up to make the switch from ops support to a fee-earning role, but I felt entirely supported in my decision. I spent a whole month shadowing consultants across the business and had three rounds of internal interviews to ensure I was equipped to start helping our customers.

It took tenacity, resilience and genuine care to really do the job well and I was over the moon when I became a fully-fledged Associate Consultant. With the support of my colleagues, I have been able to achieve so much for my customers and am now one of the top performers in the business.

Recently my career has taken another turn. With the support of my MD and colleagues I was able to interview with the Executive VP of our US office and was delighted to secure myself an offer to make the move overseas to Chicago!

I have received so much support from my team in the UK and the team in the US who have been already so welcoming. I am incredibly excited for this part of my journey and am over the moon that, yet again, I am taking such a big leap with Stanton House behind me."

Our Stanton House stories...

Danielle Strasburger: a new challenge after maternity leave

In 2022, after returning from maternity leave, I felt the need to challenge myself further and embrace the growth mindset that Stanton House promotes. Having been familiar with the recruitment side of the business, I decided to try it firsthand. With encouragement from the leadership team, I transitioned into the role of Recruitment Consultant in 2023.



Thriving as a Recruitment Consultant

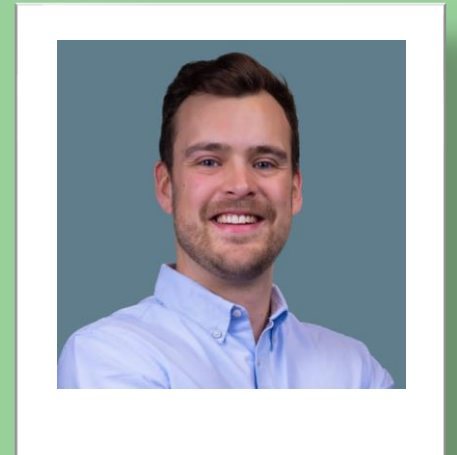
Becoming a recruitment consultant holds a lot of responsibility. We spend so much time at work, and it's crucial to work with people and businesses that share our goals and ambitions. My aim is to ensure we listen closely to both our candidates and clients to make sure this happens. It's incredibly rewarding to help people find their dream jobs and achieve work-life balance.

Looking Ahead

Stanton House has been a fantastic place to work, providing a supportive environment through many milestones, including buying our first home, living abroad, having a child, and changing careers. I am excited about what the future holds and grateful for the opportunities and support I have received over the past nine years.

Our Stanton House stories...

Henry Yeomans: from Graduate to Executive Vice President



"I joined Stanton House in 2013 and as soon as I met the team, I knew this was the place for me. I've always believed that the people you work with, and the leaders you work for, are the most important factor when making decisions regarding your career, and the warmth and knowledge shared by the leaders made me feel like Stanton House was a place that I could grow.

After working my way up through the ranks, taking on more responsibilities, and managing a couple of teams in the London office, I was promoted to Executive Vice President and given the exciting opportunity to pick up sticks and move to Chicago to grow the business in a new market.

Whilst' it's been an awesome journey; it has also been tough at times. The period of transitioning between the UK and the US was the hardest I've ever had to work as I was juggling managing two teams and my clients all whilst writing an 82-page business plan for the US embassy. We also had the inconvenience of a global pandemic about six months into setting up in the US business. That said, it's been the best thing I've done in my career, but it has not without challenges!

In just over three years we built up the US side of the business, focusing on fostering a high-performance culture and living and breathing our values of Energy, Ambition, and Integrity. I'm sure I'm biased, but I believe we are building something very special in Chicago (and have now won numerous awards to back that up!)"

Our Stanton House stories...

Kieran Adie: from consultant to principal consultant in under 1 year



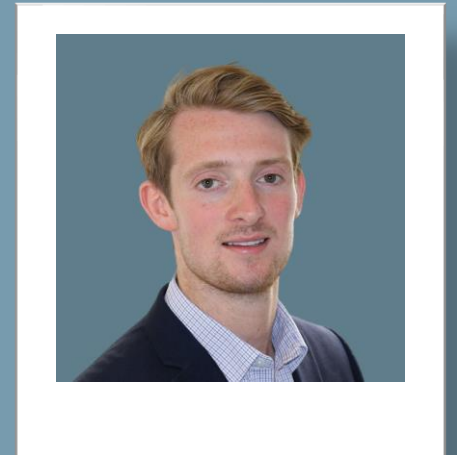
I joined Stanton House in 2011, so a very long time ago! I immediately bought into the Vision that Nick and Neil had set out when they founded the business, and it was easy to see my career developing at Stanton House. Previously to Stanton House, I worked for another large multinational recruiter for almost four years, so when I made the transition over to Stanton House, I was already fairly experienced, and I was able to join as a Consultant straight away.

Shortly after joining, I was promoted to Principal Consultant and since then I have worked with some amazing people who have helped me become an expert in my market. I have recruited for a huge variety of businesses, from smaller SMEs to large PLCs – that is one of the reasons why my role was so interesting.

One of the reasons why Stanton House appealed to me was their values. I loved that a recruitment firm was finally putting customer experiences first and I think a big part of why we are so good at what we do is that we are encouraged to deepen our knowledge in the market and become thought leaders in this space. When I joined Stanton House, I really enjoyed learning about what businesses do, how they generate revenue and just generally broadening my overall knowledge. The people we engage with are on the front line when it comes to business and hearing their experiences is fascinating. I still love the feeling of placing a role – knowing you have secured a candidate a great job but also knowing the client is delighted we have managed to find the best talent available for that opportunity is second to none. The recognition we receive from both our clients and candidates when we do a good job is a feeling you can't beat!

Our Stanton House stories...

Eddie Hemsley: from Graduate to Principal Consultant in 2 years



"I started with a focus within Private Equity, and this is where I learned recruitment best practice and the application of all my initial training. The learning and development at Stanton House is the main reason, I believe, I have been able to succeed and progress so quickly. There is a very clear induction program in place which quickly taught me all I needed to know to succeed initially as a trainee Associate Consultant.

After eight months, I transitioned across to permanent Finance recruitment where I learnt about the challenges faced by leaders in Accounting and Finance and the intricacies of a whole new profession. After a while, I felt able to provide informed consultancy and expert guidance to customers and was given the opportunity to step up into the more senior role of Consultant.

This period was a steep learning curve for me, but also hugely enjoyable as I got to (and still do) speak to so many interesting people. It cemented why I love working in recruitment - supporting professionals to achieve their career aspirations and helping employers to find team members, that can truly add value, is hugely rewarding.

I have since been promoted to Principal Consultant and am one of the top billers in permanent recruitment. It has not been without challenges or lessons learned along the way. The recruitment profession has many highs and lows and you can't be afraid to step out of your comfort zone or make mistakes. The key is to learn from those mistakes and to use the people around you for continuous feedback and self-development.

Permanent recruitment requires a huge amount of detail in order to match professionals to their ideal employer and role. Ensuring a perfect skills match and cultural fit - on both sides - takes understanding, patience and perseverance. You must leave no stone unturned!"

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Approve
of CEO



Recommend
to a Friend

"The training and support is absolutely amazing .

I have been here three months and I have already learnt so much, been given responsibility which I am guided through and have met the best people.

I have been made to feel valued from day one and that hasn't changed."

"Stanton House stands out for its approach to culture and people.

Having worked at a number of different firms in the sector I haven't come across any organisation that really lives by their values."

"Stanton House is extremely values-driven, both internally and client-facing. Great culture, not just in terms of flexibility and care....it is also a very inclusive and open place to work.

A recruitment company with a social conscience (finally). It feels good to work for a company with integrity."

"Before I joined Stanton House, I had a negative perception of the recruitment industry. Mostly due to companies I had previously spoken to where I could tell that they were just treating me as a commodity and not a human.

Interviewing with Stanton House completely changed that perception.

Even from initial conversations, I could tell that it was a company that genuinely cares and put its customers and staff first."

"Energetic yet supportive culture. It feels like a really safe place where you can be yourself and push yourself outside of your comfort zone.

A fun environment - lots of socials and incentives throughout the year which aren't all just alcohol related!

Senior management team is extremely approachable, genuinely invested in the development of all people and willing to take feedback on board - Flexible approach to working is so good - people are encouraged to have autonomy with their work pattern and the company has recently launched a work from anywhere scheme"

4.9 ★★★★★

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