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Talent Acquisition Manager

We are looking for an experienced and motivated Talent Acquisition Manager to revamp our recruitment strategy as we approach our next exciting period of growth to enable us to recruit the best talent to help deliver our plans.

As a key member of our team, you would be responsible for developing and implementing talent acquisition strategies to attract, hire, and retain top talent. This role involves overseeing the full recruitment lifecycle and collaborating with department heads to fulfil staffing needs. The ideal candidate will have a strong background in recruitment (particularly in the field of software engineering), excellent interpersonal skills, and the ability to thrive in a fast-paced environment.

We see this role as being full time, although this is negotiable. Ideally, we would like this role to be based in Edinburgh on a hybrid basis, to allow for regular interaction with the teams responsible for Product Management, Customer delivery and operations, Finance, Business Development and Sales and Marketing.

Why Bright Ascension?

We are a fast growing, innovative company changing the way that software is developed in the space industry. With customers across the world, ranging from universities and space agencies, to commercial organisations and start-ups, our core technologies enable our customers to develop and operate space-based systems and services faster, more cost effectively and more reliably.

Innovation is at the heart of what we do and it is our team which drives that innovation; this is reflected in our commitment to employee ownership, which gives all of us a voice, and a stake, in our current and future success. With offices in Dundee, Edinburgh and Bristol we now have more than 50 members of staff and plans to expand significantly over the next 12 months. We are at a very exciting time in our ambitious growth plans and have fantastic opportunities for talented individuals to join our team.

Our Values

We worked together to identify and shape the values that underpin everything we do, our actions, our vision and all things Bright Ascension.

Passion and Innovation

Enjoy what you do and have fun. Be curious and be fearless. Unconventional ideas and passion are the paths to true innovation.

Teamwork and Collaboration

Sharing knowledge helps the team thrive. Start a dialogue and win through teamwork. Success comes through collaboration and support.

Respect and Integrity

Recognise differences and accept opinions. Integrity, respect and high standards create unbreakable trust and builds reputation.

What you will do

As a member of the People team, reporting to the Head of People, your key responsibilities would be:

- Develop and implement comprehensive talent acquisition strategies to meet the company's hiring goals.
- Oversee the full-cycle recruitment process, including job postings, sourcing, screening, interviewing, and hiring.
- Collaborate with department managers to understand their hiring needs and create job descriptions and specifications in collaboration with them.
- Utilise various recruiting methods, including social media, job boards, networking events, and employee referrals.
- Find the right people based on skills, experience and cultural fit.
- Build and maintain a talent pipeline through proactive sourcing and networking.
- Ensure a positive candidate experience throughout the hiring process.
- Maintain up-to-date knowledge of recruiting trends and best practices.
- Oversee the annual salary benchmarking process through data gathering and analysis, and provide insights into salary and market trends.
- Track and report on recruitment metrics to measure the effectiveness of hiring strategies.
- Manage relationships with external recruitment agencies and vendors where applicable.
- Ensure compliance with all UK employment laws and regulations related to recruitment.

Essential skills and experience

We see experience with the following as essential to the job:

- Proven experience in talent acquisition or recruitment.
- Proven track record of successfully recruiting in a high-volume, fast-paced environment.
- Strong understanding of recruitment processes, applicant tracking systems, and HR software.
- Proficiency in using social media platforms and professional networks (e.g., LinkedIn) for recruitment purposes.
- Strong analytical skills with the ability to use data to drive decisions.
- Experience recruiting for roles across several sectors including Technology, Operations, Communications, Commercial/Sales & Strategy & Development.

Personal skills

We're especially looking for someone who has:

- Excellent communication, interpersonal, and organisational skills.
- Ability to build strong relationships with candidates, hiring managers, and external partners.
- High level of integrity, professionalism, and confidentiality.

- The ability to manage multiple priorities and deadlines effectively.

Desirable skills and experience

We think that the following skills would definitely be valuable in this role:

- Experience in sourcing and recruiting software engineering roles.

What we can offer you

- A competitive salary in the range of £60k-£70k depending on experience, with regular reviews.
- A fantastic opportunity to join a growing, innovative, employee-centred business pushing boundaries in the space industry.
- Flexible hours and hybrid working, enabling you to create your ideal work life balance.
- 36 days paid holiday per annum.
- 6% employer pension contribution.
- Enhanced Company Sick Pay and Long-Term Sickness cover.
- A Health Cash Plan to cover costs such as dental, physio and optical.
- Life Assurance cover (x4 salary).
- As a member of the Bright Ascension team you would have a stake in the business through our Employee Benefit Trust.
- Enhanced maternity, paternity and adoption pay.
- Opportunities for international travel for exhibitions and trade shows.
- Investment in you and your skill development and the opportunity to attend relevant events and conferences to aid career / skill development.
- Company events and regular activities for social engagement and team building.
- An open, supportive, inclusive environment where you can explore your ideas and make a big difference to the product and business.

To apply please send your CV along with a Cover Letter to careers@brightascension.com

All applicants must be UK based and have the right to work in the UK.

We are working with trusted recruitment partners, no agency enquiries please.

Read more: www.brightascension.com