

Job Title: **Resourcing Manager**

Contract: **Permanent**

Reports: **Head of People**

Location: **Hybrid**

Job summary:

Thistle Initiatives is a multi-award-winning regulatory consultancy, providing expert compliance advice and support across the financial services sector. Our clients range from niche start-ups to long-established market leaders covering the following verticals: Financial Crime, Investments, Payment Services & Digital Assets, Credit & Insurance and Change & Transformation

We have a fantastic opportunity to develop a unique career with Thistle as the Resourcing Manager, working with all teams in the business. The Resourcing Manager plays a pivotal role in aligning workforce planning (WFP) requirements with business unit (BU) objectives. This position ensures that recruitment strategies support both immediate hiring needs and long-term growth plans. The Resourcing Manager will oversee the full talent acquisition lifecycle, manage sourcing strategies, and build sustainable talent pipelines to meet evolving client and business demands.

The Resourcing Manager plays a pivotal role in ensuring that both internal teams and managed service providers are strategically aligned to deliver on project requirements and drive business growth. This role places a major focus on managing and optimising external service partnerships, ensuring that managed services are effectively integrated into the firm's operations to provide scalable, flexible, and cost-efficient support. The Resourcing Manager will also support workforce planning to understand resourcing needs, identify skills gaps and ensure balance between direct recruitment with external resource management.

Responsibilities are wide-ranging and varied, given the exciting projects we work on. We are keen to speak to people with a passion for learning new things and problem solving.

Key Responsibilities:

Strategic Alignment

- Understand WFP requirements and ensure the business unit remains aligned with agreed workforce plans
- Provide insights on how growth strategies impact staffing needs and employee development

Managed Service Responsibilities

- Work closely with project managers to understand project requirements, timelines, and resource needs
- Lead and manage relationships with managed service providers (MSPs), ensuring contractual obligations and service levels are met
- Oversee deployment of managed service resources, ensuring alignment with project requirements and business priorities
- Monitor performance of managed service contracts, proactively addressing issues and optimising resource utilisation
- Act as the key liaison between internal stakeholders and external service providers to ensure seamless integration of resources

Talent Acquisition & Recruitment

- Manage full lifecycle talent acquisition across all grades, from entry-level to senior leadership
- Support recruitment across all areas subject to demand, ensuring timely and effective hiring
- Understand client demand to discuss roles and opportunities internally with stakeholders
- Lead managed service contracts and oversee sourcing of Associate-level candidates when required

Candidate Sourcing & Engagement

- Source potential candidates through online channels (social platforms, job boards, professional networks)
- Plan and execute interview and selection procedures, including screening calls, assessments, and in-person interviews
- Design job descriptions and interview questions tailored to each role's requirements.
- Foster long-term relationships with past applicants and potential candidates, creating talent pools for future needs

This role is not limited to the above duties, due to the nature of the market you will need to be adaptable and open to change in this position

Experience/Qualifications

- Significant experience in resourcing, talent acquisition, or workforce management roles
- Demonstrated experience in managing MSPs and project-based resource allocation
- Proven experience in full-cycle recruitment across multiple grades and functions
- Excellent stakeholder management and communication skills
- Expertise in sourcing through digital platforms and professional networks
- Knowledge of ATS platforms, and recruitment analytics tools

Key Competences

- **Commercial Awareness:** Must be mindful of the commercial objectives of the firm when delivering
- **Commitment & enthusiasm:** Should have a desire to see yourself and the firm succeed
- **Embraces change:** Should be adaptable to the changing requirements of the firm and be keen to develop new skills
- **Excellent Communication:** Must have the skills to communicate openly and effectively, both internally and externally, with the ability to adapt to different audiences.
- **Personal Credibility:** Must be able to establish and maintain trusting relationships with others
- **Team working:** Foster effective and productive working relationships (should be considerate to the needs and opinions of others)
- **Pro-activity:** Must actively seek new tasks and have a growth mindset
- **Self-driven:** The ability to work autonomously and as a team player
- **Determined:** Have the resilience and tenacity to support projects from start to finish
- **Written communication skills:** Should have the ability to draft written communications and documentation in an articulate way and to a high standard
- **Individual working:** Must be able to work under own initiative identifying when referral needs to be made
- **Time management:** Must be able to prioritise and manage time and tasks effectively, this includes a readiness to delegate where possible with efficient organisation and time management skills

We offer

- Competitive salary and the ability to grow your career within the Thistle Initiatives Group
- 25 - 30 days holiday entitlement depending on length of service
- Company pension scheme
- Private Medical Insurance
- Gym membership contribution
- Fantastic City of London location and working environment
- Working with dynamic teams with regular social events

If you are looking to springboard your career to the next level and would like to be part of a supportive and dynamic culture, then please apply immediately.