

JOIN STANTON HOUSE

THE SUNDAY TIMES
**T Best Places
to Work 2025**
SMALL ORGANISATION



FORGE AN EXCEPTIONAL CAREER
WITH HIGH-PERFORMING PEOPLE

Stanton
house
stantonhouse.com

MESSAGE FROM OUR CEO

Welcome

When we set Stanton House up in 2010, we had a very clear intent to differentiate the business through the quality of the customer experience we deliver. We feel the same way today that we did on day one, that the recruitment industry would benefit from a clearer customer focus.

Our Vision is to; **Achieve outstanding performance through delivering exceptional customer experiences**, as we believe that our 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.

In this way, we stand apart from the competition, as we set out to add value to our customers in the broadest sense - to generate trust and build loyalty.

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.

These values are not only reflected in our work with our customers but also very much in our internal culture. We've won awards for our culture as a business and truly are an outstanding place to work. This is reflected in our people-first approach, with a high emphasis on development and support. You can read more about our awards, and our Glassdoor reviews further down in the brochure!

If you want to work in a high-performing business, and within an empathetic and supportive environment, then Stanton House may just be the place for you!



Neil Wilson, CEO



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

OUR STORY

We create exceptional customer experiences



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.

For us, Customers are those seeking a new job, as well as the clients that hire them. We believe that by consistently delivering on our Purpose, we will positively impact the reputation of the Recruitment Industry.

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 believe that our success, our people's success, and the customer experience go hand-in-hand.

That is why we are utterly obsessed with obtaining and measuring customer feedback - from every critical interaction - as we strive for nothing less than *exceptional*.

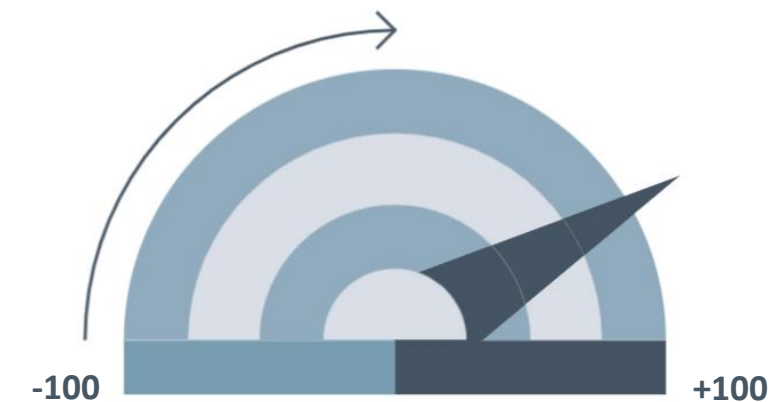
Exceptional' is a high bar, and we don't always reach it. But we do measure it and we endeavour to learn and improve as we listen to our customers.

Although we're hugely proud of our excellent Net Promotor Score*, which according to global standards is considered 'excellent', we will continue to refine our approach based on the feedback we receive.

We take this so seriously, that we are one of the few recruiters that has appointed a Chief Customer Officer - a leader who's entirely preoccupied with the customer experience.

+64 NPS global rolling average score

(combined client and candidate NPS)



*12-month rolling average to Sep 2025

OUR SERVICES

What we do

- ✓ **Recruitment Solutions**
- ✓ **Executive Search**
- ✓ **Consulting Services**

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

Our specialisms

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

- **Accountancy & Finance**
- **Finance Transformation**
- **Digital Transformation**
- **Data**
- **Private Equity**

www.stantonhouse.com

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

- **Cybersecurity**
- **Go-To-Market**
- **Product & Engineering**

www.stantonhouse.com/us



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.

HERE'S HOW WE DEMONSTRATE **AMBITION**

High performance, high reward

Here at Stanton House, we believe in the power of high performing teams. We can offer you an exciting, and challenging environment to bring out the very best of yourself. Our Ambition value means we always pull together to win, and we move forward optimistically.

In practice that means you will be held to high standards for your customers and for your team.

As a sales business, you will have meaningful objectives, clearly set from the start, with aspirational goals that allow you to bring your best self every day.

We are home to high achievers. Our billing per Consultant is within the top 10% of the industry and we have numerous examples of individuals billing over £500k with our annual record sitting at £1.25m (\$1.55m). You would have direct access to learning from people of this calibre.

Your hard work will be rewarded with our uncapped commission model which pays up to 33% of your billings every quarter. We also offer plenty of incentives such as an annual trip abroad, quarterly winner's lunches, and of course a Summer and Christmas party.



HERE'S HOW WE DEMONSTRATE **AMBITION**

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, an IW Inspiring Workplace in North America in 2022, 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!



HERE'S HOW WE DEMONSTRATE **AMBITION**

First-class technology

We believe best-in-class technology is essential when being part of a high-performing team. AI is changing our industry rapidly and as a highly tech-enabled business, we are fully committed to embracing this change. We have already invested in several AI tools and are always on the lookout for the next game-changer.

Metaview used AI to take care of note-taking in the moment. This allows your full attention to the customer you are speaking to and minimizes admin time!

Sourcebreaker enables recruiters to make more placements by using AI and automation to search candidate and client sources and allowing you to rapidly build a pipeline of new business opportunities.

Bullhorn is our customer relationship management (CRM) system. Bullhorn is an industry-leading software specifically for the recruitment industry. Through Bullhorn our employees have access to **Bullhorn Analytics**, which helps recruiters build out their sales desk by working smarter, not harder!

Lusha and **Zoominfo** accounts providing you with a global database of 150M+ business profiles, powered by our AI engine, to help connect you to your key customers.

Pitchbook an award-winning software providing you with **comprehensive private & public capital market data**

Finally, you will, of course, be armed with a **LinkedIn** recruiter licence, and training on how to use this licence to the best of your ability.



HERE'S HOW WE DEMONSTRATE **INTEGRITY**

Diversity & Inclusion

As part of our commitment to delivering exceptional customer experiences, we are highly committed to levelling the playing field across all the sectors we work in, including our own. So, how do we commit ourselves to DEI at Stanton House?



Knowledge sharing

We believe education is key when it comes to furthering the DEI agenda. We are passionate about sharing knowledge with our customers and colleagues. We do this through various means:

- Our monthly newsletter 'Outspoken' raises the volume on crucial DEI discussions shaping world of work.
- Our insight papers cover a wide range of topics including 'The Importance of Empathy in the Workplace' and 'Neurodiversity at Work'.
- Blogs and other insightful articles, often corresponding to diversity celebration days.

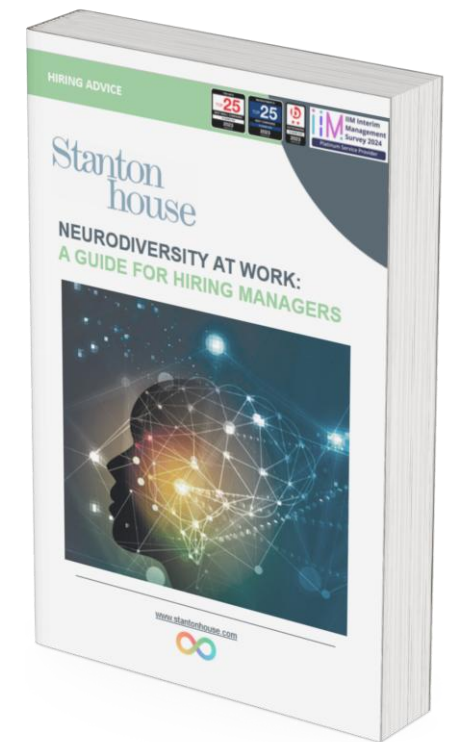
Insight from data

We want to hold ourselves accountable for our own progress when it comes to Diversity and Inclusion and believe the best way to do this is by measuring our data.

- We annually audit our internal employees to monitor our progress and identify strategic areas of focus.
- We annually evaluate our placement and shortlist data.
- We gather qualitative data through various feedback measures to monitor inclusion at Stanton House.

Training

- All Stanton House staff receive DEI training as part of their induction including an overview of UK and US equality law.
- Our dedicated L&D team offers numerous sessions across a wide range of DEI topics to ensure our employees are constantly developing their knowledge.



We are a 'Disability Confident Employer'

This accreditation is a UK government-backed recognition that shows an employer's commitment to creating an inclusive workplace for people with disabilities. This badge reflects our proactive approach to inclusivity, for ourselves and our customers.



HERE'S HOW WE DEMONSTRATE ENERGY

We promote a 'growth mindset'

We believe in the importance of having a learning mindset. Our Energy value means we demonstrate a consistent growth mindset, and we always explore new ways to overcome a challenge.

Whether you're new to recruitment, or come with experience you will receive an in-depth tailored onboarding training programme to help you settle in at Stanton House.



Our dedicated L&D team provides every employee with a personal development plan to ensure you are supported in your path to performance excellence. Whether you aim to be a top biller, a key player in our support team, or look to become a future leader, we will offer training and coaching to get you there.

Our leaders see your development as an intrinsic part of their job, not a tick-box exercise!



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



HERE'S HOW WE DEMONSTRATE ENERGY



There may be opportunities for team management when you get to Principal Consultant/Recruiter level, however, you can also choose to develop further in billing or recruiting only. If you choose the management route you will be provided with an in-depth leadership development program.

YOUR BENEFITS

Financial benefits

Commission

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

Bonus

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

Operational Support bonus

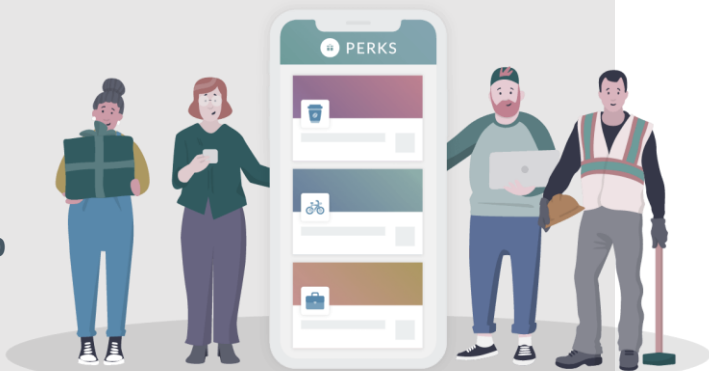
Operational support team members receive a discretionary annual bonus based on personal and company performance.

Pension scheme

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

Depending on your level and tenure you also are entitled to:

- ✓ Work from Anywhere
- ✓ Private Health Insurance
- ✓ Life Assurance
- ✓ Sabbaticals
- ✓ Global weWork Membership
- ✓ 24/7 private GP,
- ✓ Discounted Gym Membership
- ✓ Counselling Services
- ✓ Incentives & Socials
- ✓ Cycle to Work Scheme
- ✓ Relocation Package
- ✓ Free Financial Advice



Work-life balance



Time off

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

Flexible hours

Ability to work flexibly around your contracted hours, as long as the customer and team is put first.

Hybrid working

Work up to two days a week from home. We are all in the offices on Tuesdays, Thursdays and Fridays.



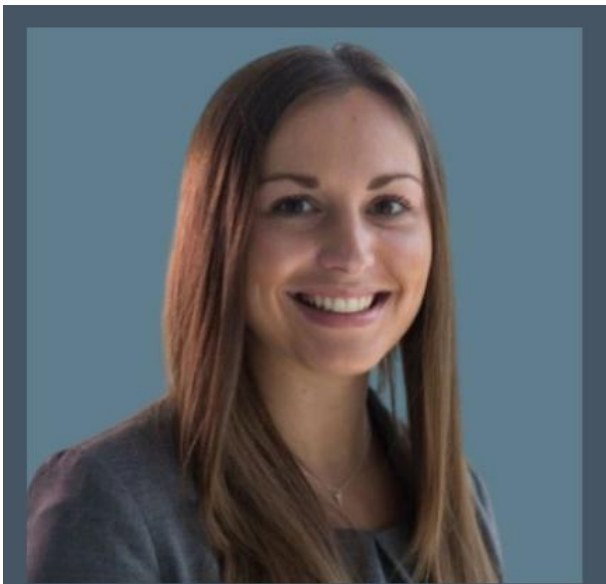
STANTON HOUSE STORIES

Learn more about why our employees love what they do and how they have progressed in their careers:



Eddie Hemsley
Manager
Choosing the world of recruitment & Stanton House.

Read Eddie’s Story [Here](#)



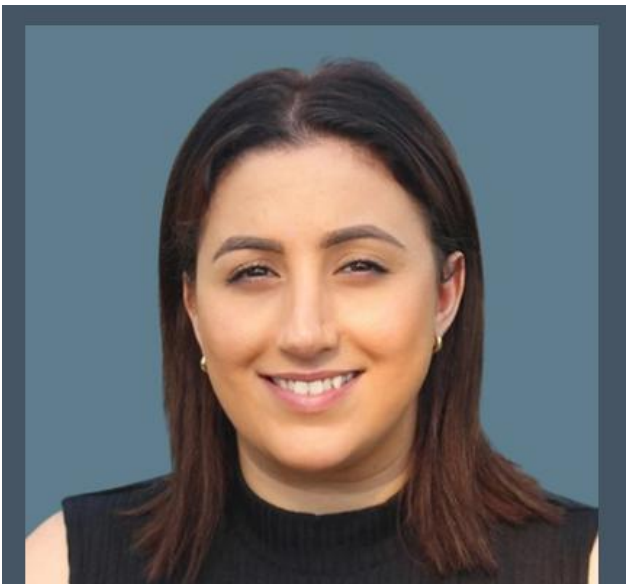
Danielle Strasburger
Consultant
Nine years of support and growth at Stanton House.

Read Danielle’s Story [Here](#)



Minesh Patel
Principal Consultant
From Consultant to Cybersecurity Product & Engineering Leader

Read Minesh’s Story [Here](#)



Elle Zoma
Principal Consultant
From operational support to the front line.

Read Elle’s Story [Here](#)



Exceptional careers, genuine people

glassdoor



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"

4.7 ★★★★★



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