

## **Talent & Workforce Planning Partner**

Level: Mid-Senior

Location: Cheltenham

Job Type: Full-time, 37.5 hours per week

### **About Austin Elliot**

Join Austin Elliot Consultancy – where digital transformation meets compassion. We specialise in technical delivery and organisational transformation for the public sector. Our mission is to be the supplier of choice for digital change, focusing on empowering the people behind the technology. We help organisations optimise their capabilities through the talent already within their teams.

We are looking for a passionate and driven **Talent & Workforce Planning Partner** to sit within our Operations team and connect Operations to Delivery by attracting, securing, and onboarding the very best people to work with us across the public sector. You will play a key role in shaping our talent pipeline, workforce planning approach, and broader talent strategy—ensuring we have the right people in the right roles, whether permanent, contractor, or other flexible arrangements, to deliver meaningful change for our clients.

The following is a headline list of the type of tasking that the person in this role may be expected to lead / facilitate / support. This list is not exhaustive; rather an outline of responsibilities that may need ownership.

### **What you'll do:**

In this role, you will:

- Lead and manage end-to-end recruitment across public sector consultancy roles, spanning permanent, contractor, and flexible workforce models.
- Partner with Operations and Delivery leadership to forecast workforce demand and align hiring plans to business growth and client needs.
- Contribute to and help shape the talent and workforce strategy, ensuring alignment with organisational goals and market realities.
- Proactively build and maintain talent pipelines, reducing reactive hiring and improving readiness for upcoming demand.
- Conduct ongoing market mapping and talent intelligence gathering, using insights (e.g. skills availability, rate trends, competitor activity) to inform hiring and workforce decisions.
- Develop and implement targeted sourcing strategies to attract high-quality candidates in competitive skill areas.
- Continuously improve time-to-hire through process optimisation, talent pooling, and effective stakeholder engagement.
- Manage relationships with external partners, including agencies, ensuring they are used strategically and effectively to complement internal capability.
- Enhance internal talent attraction capability through proactive sourcing, employer branding, and pipeline development, while maintaining effective agency partnership.
- Build strong, credible relationships with internal stakeholders, acting as a trusted advisor on hiring approaches and talent availability.

- Support onboarding and mobilisation of new hires, ensuring a smooth transition into client delivery and alignment with relevant onboarding requirements.
- Contribute to employer branding, thought leadership, and market presence to position Austin Elliot as an employer of choice.
- Track, analyse, and report on recruitment and workforce metrics (e.g. time-to-hire, source effectiveness, pipeline health) to drive continuous improvement.

**What we're looking for:**

- Proven experience in recruitment, talent acquisition, or workforce planning, ideally within the UK public sector or consultancy environment.
- Experience operating in a partnering or advisory capacity with senior stakeholders.
- Demonstrable experience contributing to or shaping talent or workforce strategies.
- Strong understanding of external talent markets, including contractor ecosystems and in-demand digital/public sector skillsets.
- Ability to translate market insight into practical hiring and workforce solutions.
- Experience managing both direct sourcing and agency relationships effectively.
- Track record of improving recruitment outcomes such as time-to-hire, quality of hire, or pipeline strength.
- Strong organisational skills with the ability to manage multiple priorities in a fast-paced environment.
- Excellent communication, influencing, and relationship-building skills.
- Experience supporting onboarding and vetting processes is desirable.
- Alignment with Austin Elliot's people-first, delivery-focused culture.

**What we offer:**

- Competitive salary with bonus scheme and business development commission
- Life Assurance
- Private Medical Insurance
- 28 days holiday (with option to buy up to 2 extra weeks)
- Generous pension contributions with access to financial advice
- Car scheme available
- Hybrid and flexible working arrangements
- Central Cheltenham office with parking and flexible, stylish workspaces
- Fully stocked fridge with drinks and snacks
- Fun, collaborative culture with regular social events
- Annual training budget and long-service benefits (extra holiday, higher pension contributions, retention bonuses, charitable contributions)
- Central Cheltenham office with parking and flexible, stylish workspaces

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