

Talent Acquisition Manager (First Hire), Full Time, London

About the role

Neudata is the authoritative global source of data intelligence, dedicated to finding alternative data for investment firms and corporations. Since its launch in 2016, Neudata has worked with thousands of data vendors across multiple sectors and has created Neudata Scout, the largest global roster of dataset insight. Neudata also runs the world's leading series of alternative data events, hosting thousands of delegates a year in Asia, Europe and the Americas.

As our first in-house recruiter, you will design, build and run our end-to-end hiring engine across GTM, research/analytics, product/engineering and operations. You'll own our recruitment processes, systems and employer brand, and be the face of Neudata to the market.

Our Values

- Deliver outstanding service.
- Treat everyone how we would like to be treated.
- Work better together.
- Do it the right way.
- Be uncompromisingly honest.
- Never cease to improve and innovate.

What you'll do (scope & responsibilities)

- **Own the full recruiting lifecycle** for roles across London (primary), New York and Shanghai—from intake and briefing, to sourcing, assessment design, offer & close, and onboarding hand-off.
- **Design the operating model:** define our hiring process, scorecards, feedback norms, and decision protocols.
- **Direct sourcing:** build diverse pipelines via research, outbound mapping, referrals, events, university fairs, communities, job boards and talent pools; minimise agency dependency.
- **Assessment excellence:** craft practical, role-relevant exercises and structured interviews aligned to Neudata's competencies and values; calibrate and train interviewers.
- **Stakeholder partnership:** coach hiring managers, run regular pipelines/forecasts, influence with market data, and ensure an exceptional candidate & manager experience.
- **Streamline workflows:** Automate communication (e.g., confirmations, rejections, interview scheduling).
- **Employer brand & campaigns:** refresh job specs, career pages inputs, and run targeted content/outreach for priority roles.
- **Compliance & quality:** embed fair, inclusive, data-driven hiring practices; manage right-to-work checks and GDPR-compliant data handling.
- **Vendor & budget ownership:** negotiate job board/agency terms, define KPIs, and track spend & ROI.
- **Talent intelligence:** produce market maps, salary benchmarks, and insights for workforce planning.

What you'll achieve:

In your first 30 days

- Map current and upcoming hiring demand; develop the Neudata Hiring Playbook (process, roles & responsibilities, interview training plan).

By 3 months

- Deliver the first cohort of hires using structured interviews & scorecards.
- Establish talent pipelines for repeat roles (e.g., sales, research analysts, event ops, product/engineering) and new roles across the organization.

By 6–12 months

- Reduce agency usage and time-to-hire; raise offer-accept rate and hiring manager NPS.
- Deliver a measurable uplift in process quality (calibrations, pass-through rates, interviewer certification).
- Establish relationships and pipelines for potential strategic roles.

What you'll bring:

- Proven in-house experience owning full-cycle recruitment across multiple functions, ideally in B2B SaaS, consulting, data/analytics, fintech or events.
- We also welcome applications from exceptional candidates with experience at external recruitment agencies who are looking to transition into an internal talent acquisition role.
- Minimum of 7-10 years experience in recruitment.
- Track record designing and rolling out recruiting processes, scorecards and interviewer training from the ground up.
- Hands-on sourcing capability and closing experience across EMEA/US (APAC nice-to-have).
- Clear, persuasive communication; able to coach and influence senior stakeholders.
- Commitment to inclusive hiring and compliance (GDPR, right-to-work, equitable assessment).

Nice to have:

- Experience hiring research/analyst profiles, commercial roles (sales, client success, events), HR and Ops, and product/engineering roles.
- Experience supporting multi-office hiring across London, New York and Shanghai.
- Employer branding/content creation; campus/early careers programming.

Compensation

- Competitive base salary.
- 25 days of annual leave plus an additional day for each year worked (capped at 30 days)
- Flexible work from anywhere, hybrid and office-based work.
- Study days.
- Volunteering day.
- Employee referral bonus scheme.
- Private medical insurance including dental, optical, and hearing.
- Enhanced family policies.
- Company social events.
- Workplace pension scheme with salary sacrifice and pension matching opportunities.

How to apply:

Please complete the application form [here](#).

Contact Us

Neudata's London office is located in WeWork's coworking space at [Moor Place](#).

Recruitment Process

Typically, Neudata's recruitment and selection process involves an initial screening and shortlisting stage where successful candidates are invited to attend virtual or in person interviews and assessments.

Candidates **must** be eligible to work in the United Kingdom.

Candidates who may require visa sponsorship should discuss this with the hiring manager during the interview process. Further information on Skilled Worker sponsorship can be found [here](#).

If you need assistance during the application or interview process, please contact hr@neudata.co to discuss how we can best support you.