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Recruiter

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Claire Matheson

JP Morgan

Dear Claire,

I am writing about the Recruiter position in JP Morgan's Glasgow talent acquisition team. I have spent the past three years as a recruitment consultant at Hays Glasgow, billing an average of £35,000 per month and placing 47 candidates last year across software engineering, data, and finance at an average salary of £52,000. The move from agency to in-house, and specifically to a firm where I can focus on building long-term hiring programmes rather than filling one-off vacancies. Is the step I want to take next.

What I would bring is strong sourcing capability and the ability to work at pace. I manage a pipeline of 60-80 active candidates and work 12-15 live roles at any given time. I built a proactive talent pipeline of 400+ tech professionals across Glasgow and Edinburgh that cut average time-to-shortlist from 9 days to 3 days for repeat clients. Before Hays, I was an in-house recruiter at Scottish Power where I filled 78 roles over 20 months and reduced average time-to-hire from 42 days to 29 days by improving job descriptions and introducing structured screening calls. I also redesigned their graduate assessment centre. Reducing the day from 8 hours to 5 hours, and increased offer acceptance from 68% to 84%.

I hold a CIPD Level 3 Foundation Certificate, the REC Certificate in Recruitment Practice, and LinkedIn Certified Recruiter accreditation. I would welcome the chance to discuss how my sourcing experience and process improvement approach could support JP Morgan's Glasgow hiring goals.

Best regards,

Niamh Gallagher