

# Niamh Gallagher

Recruiter

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Recruiter with four years of experience across agency and in-house settings, covering technology and finance hiring in Scotland. Currently at Hays Recruitment in Glasgow managing a desk billing £35,000+ per month. Previously worked in-house at Scottish Power handling volume and specialist recruitment across the energy sector. Good at building candidate pipelines and cutting time-to-hire.

## ■ EXPERIENCE

**Recruitment Consultant**, Hays Recruitment, Glasgow

Jun 2023 – Present

Permanent recruitment desk covering technology and finance roles across central Scotland.

- Bill an average of **£35,000 per month** — consistently in the top 3 billers in the Glasgow office (18 consultants)
- Manage a pipeline of **60-80 active candidates** and work 12-15 live roles at any given time
- Placed **47 candidates** in the past 12 months across software engineering, data, and finance — average salary £52,000
- Built a referral network that now accounts for **28% of all placements**

**In-House Recruiter**, Scottish Power, Glasgow

Sep 2021 – May 2023

Part of a 6-person talent acquisition team recruiting across engineering, IT, and corporate functions for Scottish Power and Iberdrola UK.

- Filled **78 roles** over 20 months across engineering, digital, and commercial teams
- Reduced average time-to-hire from **42 days to 29 days** by improving job descriptions and introducing structured screening calls
- Managed the graduate recruitment programme — screened **1,200 applications** and ran assessment centres for 80 candidates

**Recruitment Resourcer**, Michael Page, Edinburgh

Jul 2020 – Aug 2021

Entry-level sourcing role on the finance and accounting desk.

- Sourced candidates through LinkedIn Recruiter, job boards, and database searches — averaged **25 qualified CVs per week**
- Booked **8-10 candidate interviews per week** for 3 senior consultants
- Built a contractor database of **300+ finance professionals** across Scotland

## ■ EDUCATION

**MA (Hons) in Business & Management**, University of Glasgow, Glasgow

Sep 2016 – Jun 2020

Upper Second Class Honours. Completed a final-year dissertation on employer branding and its effect on candidate attraction in the tech sector.

## ■ SKILLS

Full-Cycle Recruitment • Candidate Sourcing (LinkedIn Recruiter, Indeed, CV-Library) • Competency-Based Interviewing • Applicant Tracking Systems (Bullhorn, Workday) • Job Description Writing & Optimisation • Salary Benchmarking & Market Mapping • Graduate & Volume Recruitment • Stakeholder Management • Boolean Search & X-Ray Sourcing • Offer Negotiation & Counteroffers

## ■ CERTIFICATIONS

**CIPD Level 3 Foundation Certificate in People Practice**, CIPD

Jan 2022 – Sep 2022

**LinkedIn Certified Recruiter**, LinkedIn

Aug 2023

**REC Certificate in Recruitment Practice**, Recruitment & Employment Confederation

Mar 2021

## ■ LANGUAGES

English (native) • Spanish (conversational)

## ■ PROJECTS

**Graduate Assessment Centre Redesign – Scottish Power**

Sep 2022 – Jan 2023

Redesigned the graduate assessment centre format after feedback that the old process was too long and favoured extroverts.

- Introduced a **written case study and individual presentation** alongside the existing group exercise
- Reduced the assessment day from **8 hours to 5 hours** — candidate feedback scores improved from 3.2/5 to 4.4/5
- Offer acceptance rate for the 2023 intake increased from **68% to 84%**

**Tech Talent Pipeline – Hays Glasgow**

Jan 2024 – Jun 2024

Built a proactive pipeline of software engineers and data professionals for recurring client needs.

- Mapped **400+ tech professionals** across Glasgow and Edinburgh using LinkedIn, GitHub, and meetup communities
- Pipeline reduced average time-to-shortlist from **9 days to 3 days** for repeat clients

## ■ REFERENCES

**Mark Gallacher**, Branch Manager, Hays Recruitment Glasgow, mark.gallacher@hays.com, +44 7700 900 188

**Claire Ferguson**, Head of Talent Acquisition, Scottish Power, claire.ferguson@scottishpower.com, +44 7700 900 245

## ■ EXTRA CURRICULAR ACTIVITY

### **Mentor – Career Ready Glasgow**

*Sep 2023*

Mentor a 16-17 year old from a low-income background through Career Ready's 18-month programme. Provide CV workshops, mock interviews, and workplace visits.

### **Member – Glasgow Running Club**

*Jan 2022*

Train 3 times a week and race at club level. Completed the Glasgow Half Marathon in 1:42 in 2025.