



**BLOOMSBURY  
FOOTBALL  
FOUNDATION**

# **Head of Talent**

## **Recruitment pack for applicants**



# A letter from Charlie Hyman, Founder & CEO

Thank you for your interest in the Head of Talent role at Bloomsbury Football Foundation.

We are a charity that believes football has the unique power to change lives. We use the magic of the game to give young people a place to play, a community to belong to, and the tools to move forward in life. We work in some of London's most deprived communities, where too many young people are priced out of football and left without the opportunities they deserve.

I started Bloomsbury in 2018 with four children and a bag of footballs on a housing estate in Camden. Six years later, we reach over 6,500 young people every week, operating across nine London boroughs with a team of more than 100 staff. We have built something that works, and the data proves it.

We are now entering a pivotal phase of our journey.

Our ambition is to grow from supporting 6,500 young people to 20,000 by 2028, to build the systems and leadership needed to take our model national, and ultimately to be present in every city and town in the country. This growth will only be possible if we continue to attract, develop and retain outstanding people at every level of the organisation.

That is why the Head of Talent role is so critical.

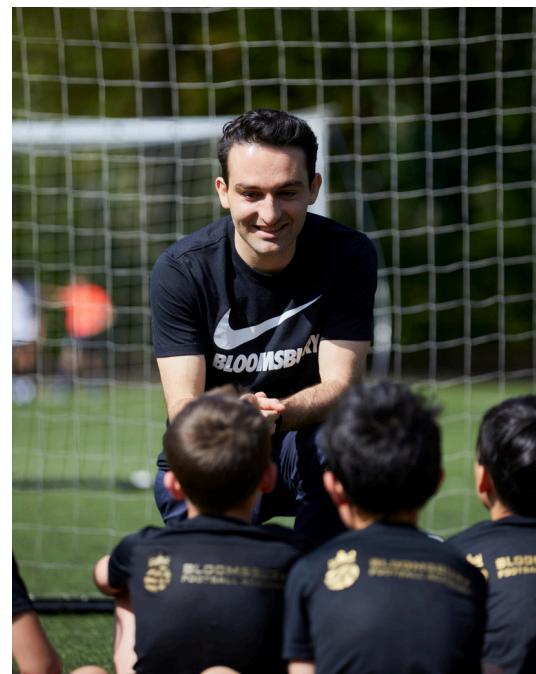
This role will have a real influence over the future of Bloomsbury, with full responsibility for shaping our talent strategy as we scale. You will work closely with the Executive Team to anticipate future workforce needs, build scalable hiring processes, and ensure we are set up to grow at pace without compromising on quality or values.

We are looking for someone who believes, as we do, that great organisations are built by great people. Someone who combines strategic thinking with a hands-on approach, and who is excited by the challenge of building infrastructure in a fast-growing, mission-driven environment.

This is an opportunity to shape not just a role, but an organisation - and to play a central part in the next chapter of Bloomsbury's story.

If you share our belief that every child deserves a place to play, belong and progress, and that investing in people is the key to making that happen, I hope you will consider applying.

Charlie Hyman  
Founder & CEO



## Job Description

Job title:	Head of Talent
Report to:	Head of People
Department:	People & Talent
Location:	Camden, London (in-person, with flexibility to work remotely one day per week)
Salary:	£35,000 - £45,000

## Key Responsibilities

### End-to-End Recruitment & Hiring Strategy

- Own and manage the full recruitment lifecycle
- Collaborate with hiring managers to understand their needs and develop tailored sourcing strategies
- Audit our process to ensure it is efficient and effective.

### Deliver Scalable, Predictable Hiring Outcomes

- Work with Head of People to anticipate workforce needs and produce proactive hiring roadmaps
- Build and maintain a strong talent pipeline for current and future hiring needs

### Elevate Employer Brand & Candidate Experience

- Elevate our employer brand to position us as an employer of choice within the charity and social impact sector
- Act as the primary point of contact for candidates, addressing their queries and ensuring a positive and seamless candidate experience from application to onboarding.

### Reaching and Engaging Diverse Talent

- Build and maintain a strong talent pipeline for current and future hiring needs
- Develop innovative strategies to attract passive candidates and build relationships with potential candidates
- Leverage multiple sourcing channels to attract high-quality diverse candidates pools, including job boards, social media, referrals and networking events

### Data-Driven Recruitment

- Maintain accurate candidate records in our ATS
- Generate recruitment reports to track progress and measure effectiveness of recruitment efforts
- Use insights to make recommendations for meaningful improvements to our systems / processes

# About you - what we're looking for

We're looking for a motivated, enthusiastic and people-centred Head of Talent who understands that building an exceptional organisation starts with hiring exceptional people.

This role suits someone who is energised by fast-paced, high-growth environments and motivated by the opportunity to build and shape recruitment practices from the ground up within a mission-driven charity. A strong interest in attracting diverse, values-aligned talent and creating fair, inclusive hiring processes is essential.

The successful candidate will bring a blend of strategic thinking and hands-on delivery, with a genuine commitment to delivering an outstanding candidate experience. They will be comfortable working across the full recruitment lifecycle, collaborating closely with hiring managers, and translating organisational priorities into scalable and sustainable hiring outcomes.

This role is ideal for someone who wants to shape how a growing charity attracts, hires and retains talent - and who isn't afraid to roll up their sleeves to make it happen.

## Person Specification

### Essential Criteria

- Proven experience managing the full end-to-end recruitment lifecycle, from role scoping and sourcing through to offer and onboarding
- Demonstrated experience or strong interest in developing and promoting an employer brand that attracts values-aligned talent
- Strong working knowledge of applicant tracking systems (ATS), CRM tools, sourcing platforms and recruitment analytics
- Excellent written and verbal communication skills, with the ability to tailor messaging to different audiences
- Strong interpersonal skills, with the ability to build credibility and rapport with candidates, hiring managers and senior stakeholders
- Proactive, adaptable and comfortable working in a fast-paced environment with changing priorities
- Self-motivated, resilient and solutions-focused, with a strong sense of ownership
- A genuine passion for social impact and a belief in the power of football to transform lives

### Desirable Criteria

- Experience working in a start-up or scale-up organisation
- Understanding of the not-for-profit and/or social impact recruitment landscape
- Experience or strong interest in inclusive hiring practices and widening access to opportunity
- Experience using data and insights to improve hiring outcomes and candidate experience

## Benefits

- Modern office in Camden Market with free gym membership and local market discounts.
- Regular staff socials.
- Opportunities to attend Premier League, WSL, FA Cup, League Cup, and Champions League football matches.
- Cycle to work scheme.
- Salary sacrifice workplace pension scheme.
- 24 days holiday allowance, increasing by one day per year after two years' service.
- Funding toward training and five days of fully paid study leave.



## Application Process

Click 'Apply Now' and submit your CV.

**Apply Now**

Screening process:

- CV screening
- Initial call with Head of People
- Final stage with Head of People & CEO

For any questions on this position, please reach out to [l.miles@bloomsburyfootball.com](mailto:l.miles@bloomsburyfootball.com)

**This role is subject to an enhanced DBS check.**



**Apply Now**



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