



# THE EMBEDDED TALENT PLAYBOOK

A PRACTICAL GUIDE FOR  
FAST-SCALING BUSINESSES



# EMBEDDED TALENT SOLUTIONS

Embedded Talent (also known as Recruiter-as-a-Service or RaaS) is a flexible hiring model that embeds experienced talent acquisition professionals directly within your business. Rather than operating as an external supplier, Embedded Talent recruiters become part of your internal team, using your systems, aligning with your culture and delivering hiring outcomes from inside your organisation. It's a scalable alternative to traditional agencies, designed for speed, flexibility and alignment. It helps organisations hire smarter, faster and more cost effectively.

## WHY COMPANIES ARE SWITCHING TO EMBEDDED TALENT

Traditional hiring models often fall short when companies need:

- Faster time-to-hire
- Cost control without compromising quality
- Scalable hiring capacity
- Brand-consistent candidate experience
- Compliance with IR35, FCA, and other regulations

Embedded Talent solves these challenges by embedding experienced recruiters directly into your organisation. Unlike agency partners, they work as part of your team from day one.

# WHAT YOU CAN EXPECT FROM EMBEDDED TALENT

## SPEED

30-50% faster time to hire

## COST

Predictable monthly pricing, no agency mark-ups

## QUALITY

Better candidate fit, lower attrition

## BRAND

Fully aligned candidate experience

## COMPLIANCE

IR35/FCA ready from day one

## WHERE EMBEDDED TALENT WORKS BEST

### GROWTH HIRING

Scaling teams quickly across regions or functions

### HIRING SURGES

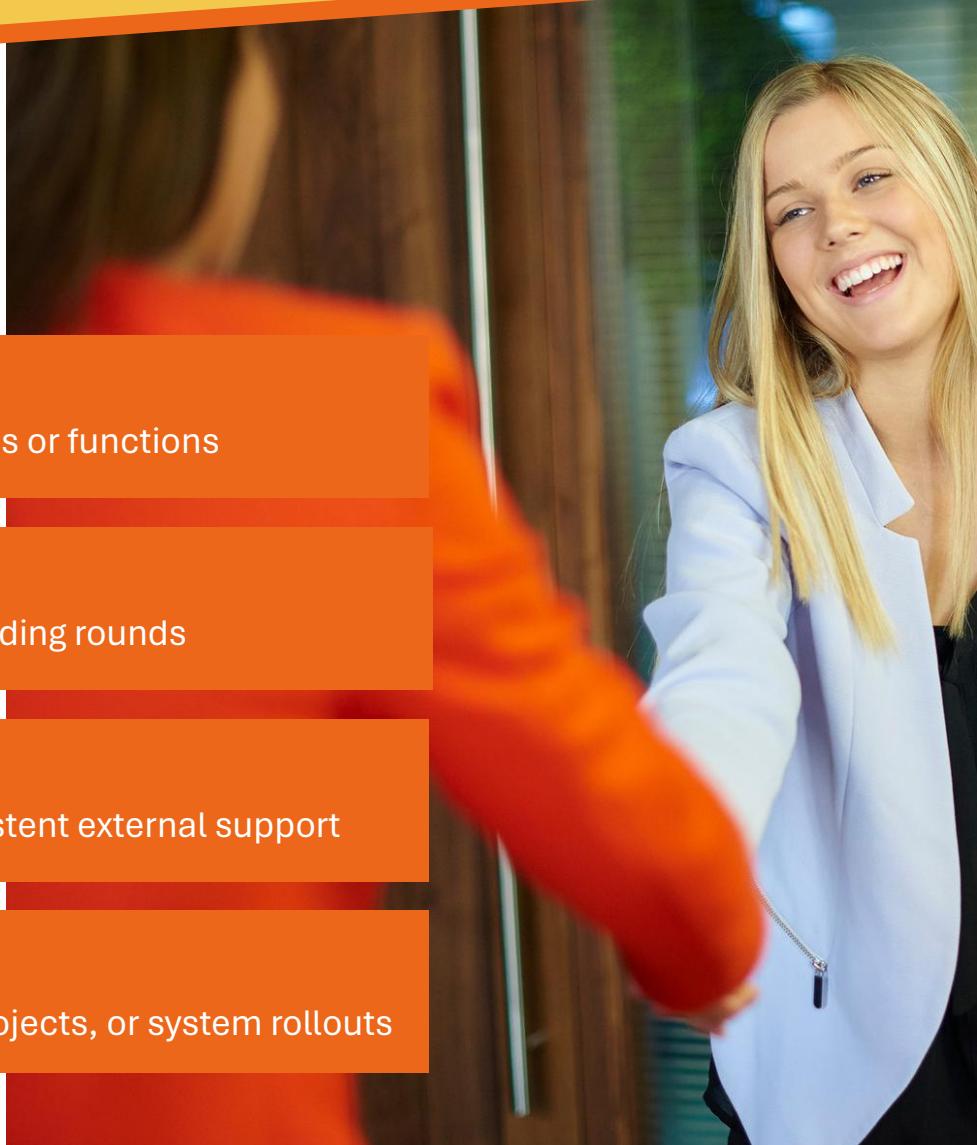
Product launches, restructures, funding rounds

### AGENCY OVERLOAD

Moving away from costly or inconsistent external support

### TA TEAM GAPS:

Temporary cover, transformation projects, or system rollouts



# 5 SIGNS YOU NEED EMBEDDED TALENT

HIRING IS SLOWING DOWN DELIVERY OR GROWTH	YOUR COST-PER-HIRE IS INCONSISTENT OR HIGH	YOUR INTERNAL TALENT TEAM IS FIREFIGHTING	YOUR BRAND ISN'T REACHING THE RIGHT CANDIDATES	YOU NEED FLEXIBILITY, NOT A FIXED HEADCOUNT
Your projects are on hold, or teams are under-resourced due to recruitment delays.	You're spending vast amounts on agencies without long-term value or visibility.	They're swamped, reactive and can't keep up with business expectations or hiring demands.	You're relying on third parties who don't represent your EVP or culture well.	You want expert recruiters now, but don't want to hire them permanently.

## EMBEDDED TALENT IN ACTION

### INSURANCE SCALE-UP

An insurer undergoing rapid claims and underwriting expansion embedded two recruiters to support regional hiring. Over 6 weeks, they filled 20+ roles, eliminated agency use entirely, and reduced cost-per-hire by 40%.

### FINTECH GROWTH PHASE

A VC-backed fintech with no internal TA team embedded a senior recruiter to lead hiring across compliance, product and tech. Within just 5 weeks, 14 hires were made through direct sourcing with 96% hiring manager satisfaction.

### DIGITAL INSURER

To scale its customer and tech teams, a digital-first insurer embedded two recruiters aligned to different functions. The team filled 18 roles in 2 months and saved thousands in agency fees while maintaining full FCA compliance.

### FAST-GROWTH INSURTECH

A rapidly scaling insurtech embedded two recruiters to accelerate hiring across its operations and technology teams while maintaining control of brand and process. Over a 3-month period, they filled 15 roles, eliminated agency dependency, and achieved over 90% hiring manager satisfaction - all under a flexible, month-to-month model.

# MAKING EMBEDDED TALENT WORK FOR YOU

## FREQUENTLY ASKED QUESTIONS:

### 1. How is this different from traditional outsourcing?

Embedded Talent works inside your business, not from the outside. It's your process, your brand, just with extra expert hands.

### 2. What happens if we need to scale up or pause?

That's the beauty of embedded talent. The model is designed to be flexible. Scale up, scale down or pause monthly with no penalties.

### 3. What kind of roles can Embedded Talent help with?

Anything from volume roles (contact centre, operations) to hard-to-fill specialist and technical positions (actuarial, compliance, developers).

### 4. How do you ensure quality and performance?

We provide regular check-ins, weekly reporting and hold our recruiters to KPIs aligned with your goals. You'll always know what's working and where to optimise.

### 5. Is this only for large companies?

No. We work with growing firms, scale-ups and established enterprises alike.

**Got more questions?** Speak to the team 01892 553360 | [info@VermeloRPO.com](mailto:info@VermeloRPO.com)

“

We built our Embedded Talent model to be the opposite of a one-size-fits-all talent solution. It's designed for businesses who need flexibility, speed and control without losing sight of culture or compliance.”

**Anthony Butler, Managing Director  
Vermelo RPO**



# READY TO SCALE SMARTER? LET'S TALK.

Let's explore what Embedded Talent could look like inside your team.

Quick discovery call. No pressure. Just a plan.

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