



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

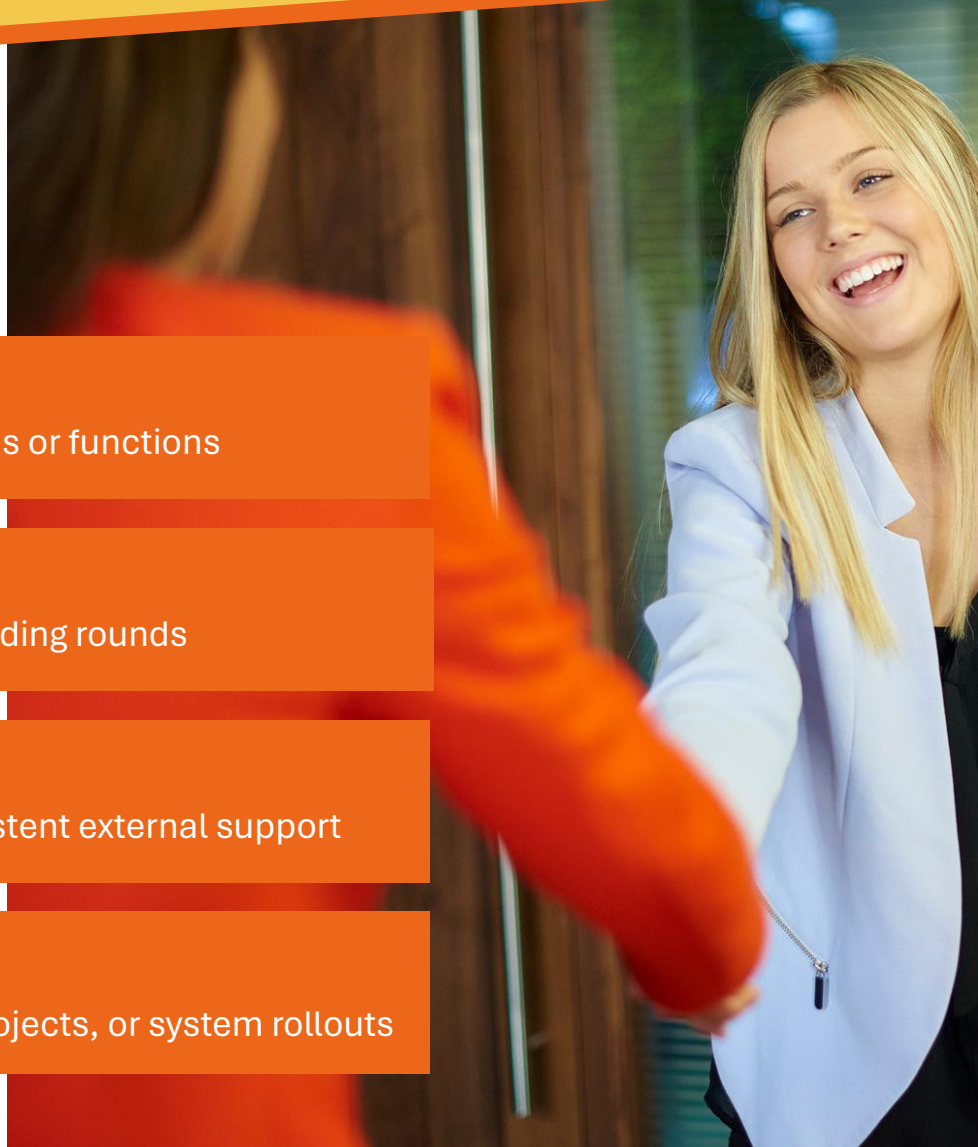
Product launches, restructures, funding rounds

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 projects are on hold, or teams are under-resourced due to recruitment delays.

YOUR COST-PER-HIRE IS INCONSISTENT OR HIGH

You're spending vast amounts on agencies without long-term value or visibility.

YOUR INTERNAL TALENT TEAM IS FIREFIGHTING

They're swamped, reactive and can't keep up with business expectations or hiring demands.

YOUR BRAND ISN'T REACHING THE RIGHT CANDIDATES

You're relying on third parties who don't represent your EVP or culture well.

YOU NEED FLEXIBILITY, NOT A FIXED HEADCOUNT

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



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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