

**Real people.**  
**Rare insights.**  
**Right hires.**  
**Ready teams.**

Four colored arrows (orange, yellow, green, and blue) point from the right side of the text blocks to the word 'Candour' in the logo at the bottom. The orange arrow points from 'Real people.', the yellow arrow from 'Rare insights.', the green arrow from 'Right hires.', and the blue arrow from 'Ready teams.'.

**Candour.**

# We're not just 'another' recruitment agency.

We're Candour: a recruitment partner built on straight-talking relationships, rare market insight, and a commitment to doing things **properly**.

With **over 20 years of experience** behind us, we've seen how messy recruitment can get. So we've stripped it back. No jargon. No inflated egos. No chaos. Just sharp thinking, honest conversations, and results you can trust.

Our team isn't here to tick boxes or fill roles for the sake of it. We're embedded in our markets. We ask better questions. We give honest feedback. And we build lasting partnerships that work - **for clients, candidates, and everyone in between**.

Because we believe recruitment works best when you're clear, direct, and human.

That's Candour **by name** - and **by nature**.

**can·dour** /'kan.dər/

**noun**

"The quality of being open, honest, and direct."



## WE MAKE REAL CONNECTIONS, NOT JUST CONTACTS

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We don't just fill vacancies - we build lasting partnerships. Our approach is personal, honest, and built on real relationships, not just transactions.

## WE'RE SPECIALISTS WHO LIVE THEIR MARKETS

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Our team doesn't just know their sectors - they're embedded in them. Every consultant at Candour is a true specialist, bringing genuine insight and hands-on knowledge to the table.

## WE'RE STRAIGHT-TALKING AND TRANSPARENT

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We don't sugarcoat the truth or make empty promises. We're upfront, honest, and always clear about what we can deliver - because integrity matters.

## WE HAVE A BOUTIQUE FEEL, WITH BIG AMBITION

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We offer the best of both worlds - small enough to care, but big enough to compete. We've scaled smartly without losing that personal touch, giving clients the best of both worlds.

# What sets us apart:

At Candour, how we work matters just as much as what we deliver. From honest conversations to lasting partnerships, these are the values that shape **every** search, **every** placement, and **every** relationship we build.

## OUR EMPLOYEE ADVOCACY WORKS


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Our team believes in what we do - and they're proud to shout about it. We've built a culture where everyone is bought in, sharing their successes and bringing the brand to life through their own stories.

# Why **Candour**?

We don't just fill roles - we add real value.

(And we donate 10% of your first fee to a charity of your choice.)



We **invest** in future talent, running CV workshops and offering honest, **practical** career advice to those just starting out.

We use smart tech - not guesswork - to **find** and **qualify** the best people in the market.

We've supported **start-ups** and **global businesses** alike. And we know what works for both.

We don't disappear after the CV. Expect interview prep, up-skilling, and feedback at **every** step.

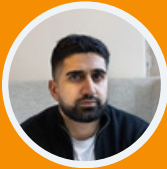
We're not just a CV service. We act as your **talent partner** - delivering market reports, competitor insights, advert support and **honest** feedback.

Our candidate network runs deep. We've built it over **10+ years** - and we know how to use it.

We work as an extension of your team, hiring like you would - just with **more time** and **sharper tools**.

# The team behind your next hire.

From Yorkshire to the Northwest, these are the people who speak your market - and your candidates' language.



**DYLAN**  
DEVELOPMENT & DESIGN,  
YORKSHIRE

From startups to scale-ups, Dylan brings Yorkshire tech businesses the people they need to grow with confidence.



**RICHARD**  
DIRECTOR, EXECUTIVE  
SEARCH

Richard's focus is on long-term fit - bringing rigour, perspective, and candour to every senior hire.



**IMOGEN**  
HEAD OF QA & SOFTWARE

Imogen knows what quality looks like - and more importantly, what it doesn't. She connects high-performing teams with top-tier QA and software talent.



**CERI**  
INFRASTRUCTURE &  
SUPPORT

Ceri is the calm in the IT storm, placing dependable infrastructure and support specialists who keep systems - and teams - running smoothly.



**SOPHIE**  
ASSOCIATE DIRECTOR,  
PRODUCT, DATA &  
MOBILE

Sophie connects sharp minds with complex product challenges - helping businesses find the thinkers, not just the doers.



**JACK**  
HEAD OF WEB  
DEVELOPMENT & DESIGN

Jack blends technical expertise with creative flair, leading digital hires that don't just look good - they work beautifully too.



**VICKY**  
SOFTWARE  
DEVELOPMENT, NORTH

Vicky has her finger firmly on the pulse of the northern dev scene, matching brilliant people with businesses that value their skills.



**STEPHEN**  
DIRECTOR, EXECUTIVE  
SEARCH

Stephen partners with leadership teams to deliver exec hires that shape strategy, not just fill seats.



## Flexible by design. Built around you.

There's no one-size-fits-all in recruitment - and we don't pretend there is.

At Candour, we offer a range of talent solutions designed to **flex with your needs, not fight against them**. Whether you want hands-on support, a full partnership, or something in between, we'll shape the right setup for you.

- > Retained talent partnership
- > Deposit-led hiring model
- > Talent as a service (TaaS)
- > Exclusive recruitment
- > Contingent search

**Need something more tailored?**  
**We'll build it with you.**

# Our hiring process:

Here's how we keep things moving - without cutting corners.

## Kick-off conversation

We start by getting to know you and your team - properly. Whether it's in person or over Teams, we take the time to understand your culture, priorities, and what a great hire really looks like.

## Insights & action plan

We give you early feedback on your requirements, backed by up-to-date market insights and competitor analysis - then map out a bespoke plan of action.

## Targeted search

We tap into our tools, network, and sector knowledge to run an exhaustive search - fast, focused, and tailored to your brief.

## Qualification & shortlisting

Every shortlisted candidate goes through our bespoke qualification call, built around your role. We handle technical testing, take video interviews and testimonials, and share workbooks (included with retained and enterprise services) for full transparency.

## Submissions with substance

Every shortlisted candidate goes through our bespoke qualification call, built around your role. We handle technical testing, take video interviews and testimonials, and share workbooks (included with retained and enterprise services) for full transparency.

## Midpoint report

One week in, we'll send a full update. You'll see how the search is tracking, including market feedback, competitor insights, and the full shortlist progress so far.

Our average process  
takes **less than 2 weeks.**

# What people **really** think:

You've seen how we work - now hear how it **lands**.

This is unfiltered feedback from the hiring managers and candidates who've experienced it **first-hand** - the process, the people, and the outcomes.

## HIRING MANAGER: FRONTEND DEVELOPMENT

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"We greatly value our working partnership with the Candour team. There's trust and confidence in the relationship because they consistently maintain open, honest communication throughout the selection and hiring process."

## HIRING MANAGER: SOFTWARE DEVELOPMENT

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"It's been a pleasure dealing with Candour. Jack has helped to restore our faith in working with recruitment agencies."

## HIRING MANAGER: .NET

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"I've been in the technology industry for nearly thirty years and worked with many recruitment consultants. Vicky is by far the best I've worked with - I wouldn't hesitate to recommend her."

## ENGINEERING MANAGER: DATA

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"Stephen has helped me place quality candidates and move my team's capability forward. He takes time to understand what I'm looking for and consistently returns with strong CVs. He also shares advice and uses his network to help develop junior talent."

## PLACED CANDIDATE: PRODUCT OWNER

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"I worked with Sophie, and her professionalism and efficiency stood out. She understood both the company's needs and my skills, and kept me updated throughout. It made the process feel straightforward."

## ONBOARDING MANAGER

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"They were personable, knowledgeable, open and honest as well as constructive in their feedback - all of which helped find the right person to fill the role. I would have no hesitation in recommending Candour."



# Ready to join our growing list of partners?

We work as a true extension of your team -  
helping you hire with clarity, confidence, and  
the kind of context that actually  
**makes a difference.**

HISCOX

mkodo

GTMARITIME

pwc

PHOENIX

Pets

touchstar

pfida

**Candour.**

## CONTACT US

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