

Meraki Talent



More than a career.
A place to grow.

Meraki Talent

Connecting People. Creating Impact.

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Introduction

At Meraki Talent, we've always believed that recruitment is about people, not just placements. Our success has come from building lasting relationships, with clients, candidates, and, most importantly, with each other.



we show up for each other every day. It's about creating an environment where you can grow, make an impact, and be proud of the difference you make.

Andrew Welsh, CEO, Meraki Talent

As we enter the next chapter of our journey, our Employee Value Proposition (EVP) reflects what makes Meraki different: a place where individuality is celebrated, ambition is supported, and your career can truly take shape.

Over ten years we've grown from a single office in Edinburgh into a business with a global footprint, yet our culture remains grounded in collaboration, integrity, and purpose.

Every person who joins Meraki contributes to the energy that drives us forward. Whether you're connecting talent across borders, supporting clients through change, or shaping our next big idea, you'll be part of a team that's passionate about doing things the right way, with curiosity, creativity, and care.

Our EVP isn't a promise written on paper, it's how

About Meraki Talent

Founded in Edinburgh in 2015, Meraki Talent was created to connect people and create impact, by matching exceptional talent with world-class organisations across the UK and internationally.

Ten years on, we've grown from a boutique consultancy into a trusted talent partner, with thriving offices in **Edinburgh, Glasgow, and London**, and an expanding global reach through our network across the World.

Strengthened by a decade of client partnerships, Meraki is now entering its next phase, **Meraki 3.0**, focused on growth, innovation, and people-first performance.

We bring together deep market knowledge, specialist expertise, and a culture built on authenticity and collaboration. Whether you're an experienced recruiter or looking to accelerate your career in a purpose-driven environment, Meraki offers more than a job, it's a place where you can build something meaningful.



Our Vision and Values

At Meraki, our values define who we are and guide everything we do:

Our Vision

The vision for Meraki Talent is to be the leading provider of talent solutions for the Financial & Professional Services sectors, connecting exceptional talent with world-class organisations.

Through our deep market understanding, integrity, and expertise, we shape careers, build businesses, and leave a lasting impact.

Our Values

Effort creates excellence.

Dedication and persistence are the foundations of our success.

We know that sustained effort leads to meaningful outcomes, changing the course of careers and businesses alike.

Impactful professionalism

We approach our work with integrity, expertise, and dedication, knowing that what we do changes lives and transforms businesses.

Our professionalism isn't just about standards - it's about making a real difference.

Excellence

We set the bar high, delivering quality and integrity in every interaction.

Connected for success

Collaboration, community, and strong networks are the heart of our strategy.

We create ecosystems around our brand that connect people and opportunities, enhancing outcomes for all.

Integrity in action

Integrity is non-negotiable.

We stand by our word, adhere to the highest standards, and take full accountability for delivering excellence.

Life at Meraki

Life at Meraki is about balance, connection, and opportunity. We combine the ambition of a high-performing firm with the warmth of a close-knit team.

From day one, you'll be welcomed into a supportive, collaborative environment where ideas are heard, and achievements are celebrated.



Flexible work: We are an office-based business but work flexibly with our family members to meet individual needs.

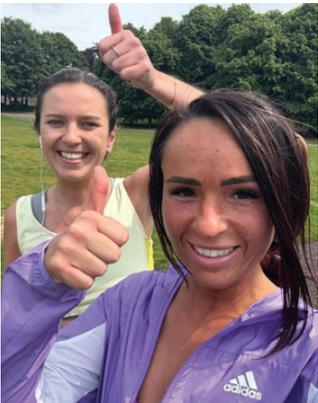
Industry leading tools: Access the latest recruitment technology, data insights, and sourcing.

Social culture: team days, charity events, and company gatherings that bring people together.

Supportive & collaborative environment: We foster a culture where every voice is heard, and every success is shared. We work hard, we celebrate success, and we always make time for each other.

Wellbeing focus: free gym access, private medical, and an inclusive workplace where everyone belongs.

Life at Meraki



Rewards and Benefits

Our People Promise reflects our belief that when people feel valued, they achieve extraordinary things.

Celebrating Commitment



- 33 days' holiday (including bank holidays)
+2 days after 5 years' service
+3 days after 10 years' service
- Birthday day off
- Xmas Eve & New Year's Eve half-days
- 1 paid volunteering or charity fundraising day

Rewarding Success



- Market-leading, uncapped commission scheme
- Transparent progression and reward framework
- Recognition for both performance and collaboration

Supporting Wellbeing



- Private medical insurance (post-probation)
- Free gym access in Edinburgh & Glasgow
- Cycle to Work scheme
- A positive, inclusive environment where wellbeing comes first

Investing in Growth

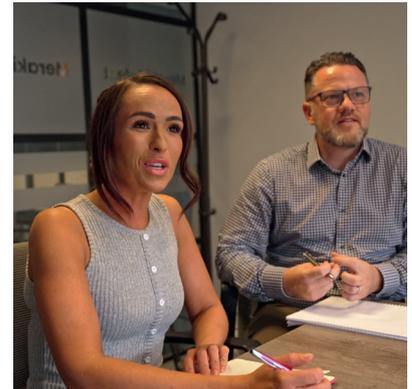


- Industry leading external training
- Future Leaders Programme
- Unrivalled Equality, Diversity and Inclusion training

At Meraki, your hard work is recognised, and your wellbeing, growth, and success are celebrated.

Career Development

We believe in developing potential at every level. Our leadership pathways provide structure, support, and opportunity for recruiters to evolve their careers.



At Meraki Talent, investing in growth isn't a slogan, it's a commitment. We're building a culture where every consultant, manager, and future leader is equipped to excel, supported by best-in-class internal development and access to the industry's most respected trainers. From structured onboarding and mentoring to Greg Savage's global training platform, market-leading external programmes, and continuous on-desk coaching, we ensure you're always learning, always progressing, and always supported to reach the next level.

You'll receive:

- Structured onboarding and mentoring.
- Access to industry-leading external trainers.
- Leadership development via our Future Leaders Programme.
- External training with Tony Seager (Recruitment Guide).
- ED&I training to ensure every voice is heard.
- Continuous learning through workshops, coaching, and on-desk development.

Your growth is our investment, because when you thrive, Meraki thrives.

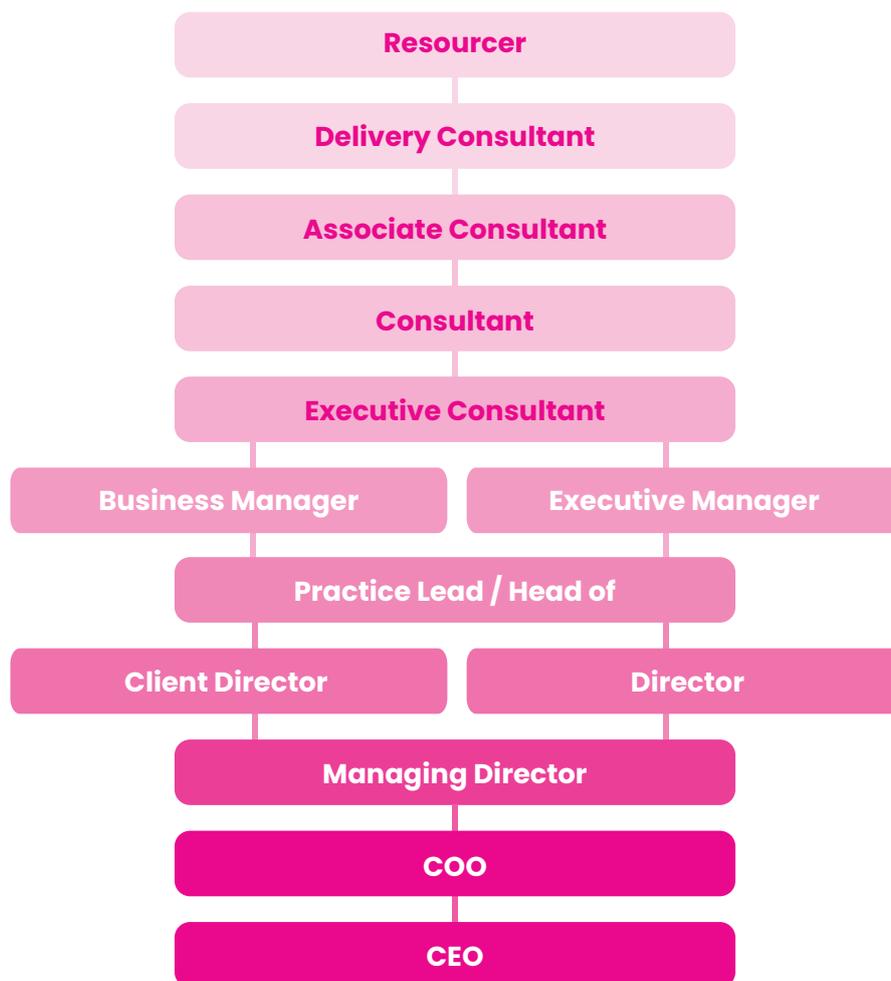
Your career journey

Our journey is clear, concise and structured to allow you to be clear at all times on your development programme through the company.

With the support of our Private Equity investment and experienced Recruitment Entrepreneur team, we are in an enviable position to build an exceptional team for the future.

Your progression path is as fast as you want it to be, at Meraki, we pride ourselves on investing in those with an entrepreneurial spark, drive and determination to be a respected recruiter and leader in our field.

At each level within the company, you will receive continual feedback, development and the opportunity to create and shape your future as we continue to build the Meraki Talent brand.



Voices of Meraki



Jaimie Short

Business Support Executive

I joined Meraki in a recruitment consultant role but have since moved across to an operations role. I'm delighted Meraki supported me in my progression to a different role based on my skills and desire to take a different path.



Jenna Gallagher

Business Manager – Global Professional Services

Over 10 years I've built long-term relationships with candidates who are now clients. Watching them grow in their careers – and knowing Meraki played a part – has been incredibly rewarding.



Jennifer Wood

Business Manager – Financial Services

Meraki offered the flexible, part-time solution I needed to balance work and family life. Since joining in 2015, I've never looked back – it's a business that truly values people.



John Gilbertson

Director – Accountancy & Finance

After over ten years in recruitment Meraki were the perfect next step in my career, offering me a platform to work with elite cross-divisional colleagues and a business with appetite for investment to create sustainable growth

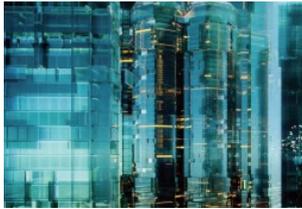


Our Divisions



Accountancy & Finance

Partnering with top employers to source qualified and senior finance professionals.



Financial Services

Delivering specialist talent across investment management, wealth, and private markets.



HR & Executive Support

Connecting people who shape workplace culture and organisational success.



Technology & Change

Supporting digital transformation and technical excellence across sectors.



Alternative Investments

Placing specialists within private markets, fund administration, and valuations.



Global Professional Services

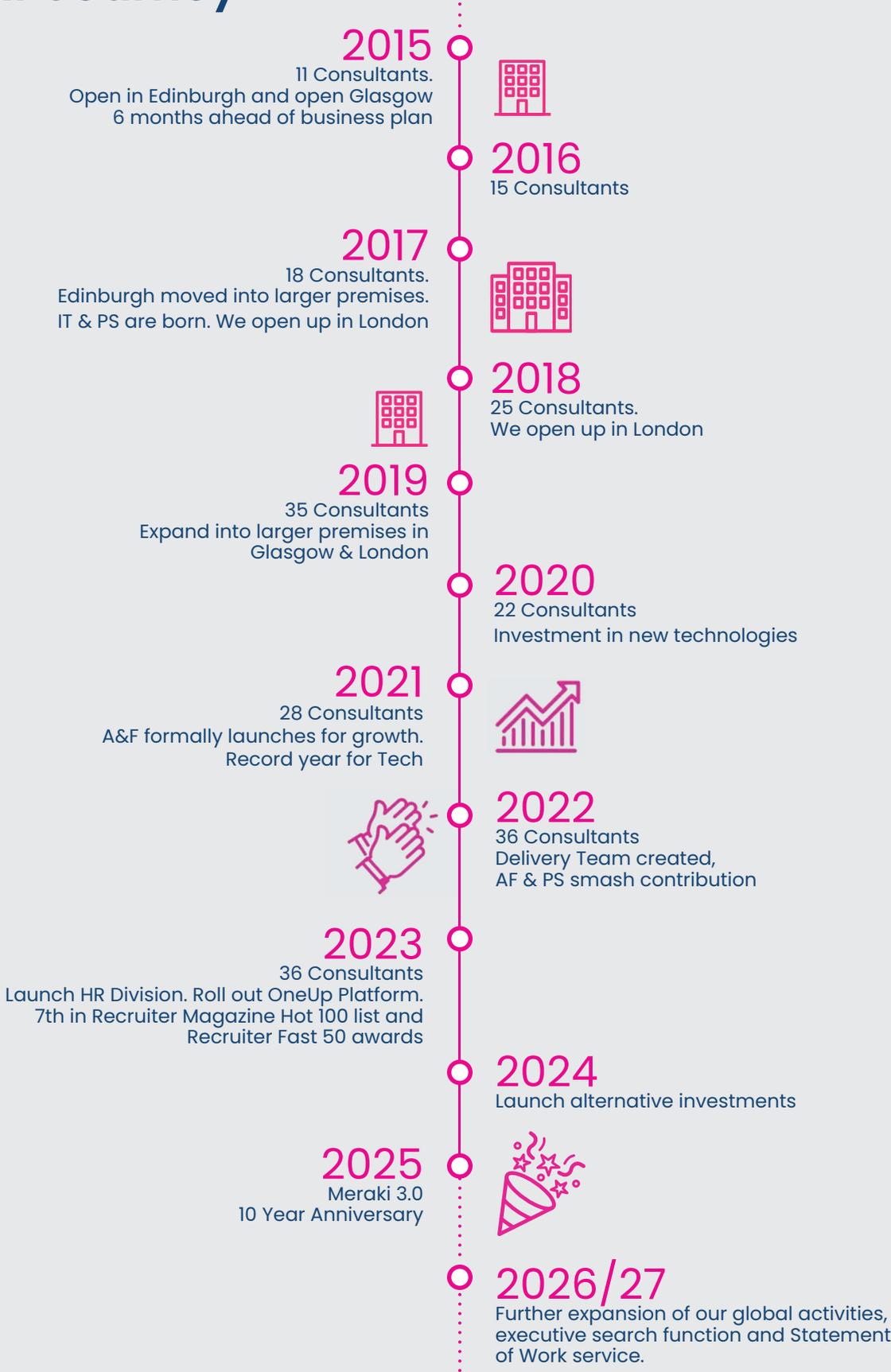
Recruiting globally for leading consultancies, advisory firms, and relocations.



Brokerage & Trading

Connecting talent within multi-asset trading, prime brokerage, and fintech platforms.

Our Journey



Selection Process

We make joining Meraki simple, transparent, and engaging:



Step 1:

Initial conversation with our internal recruitment team



Step 2:

Meet divisional leaders and potential teammates



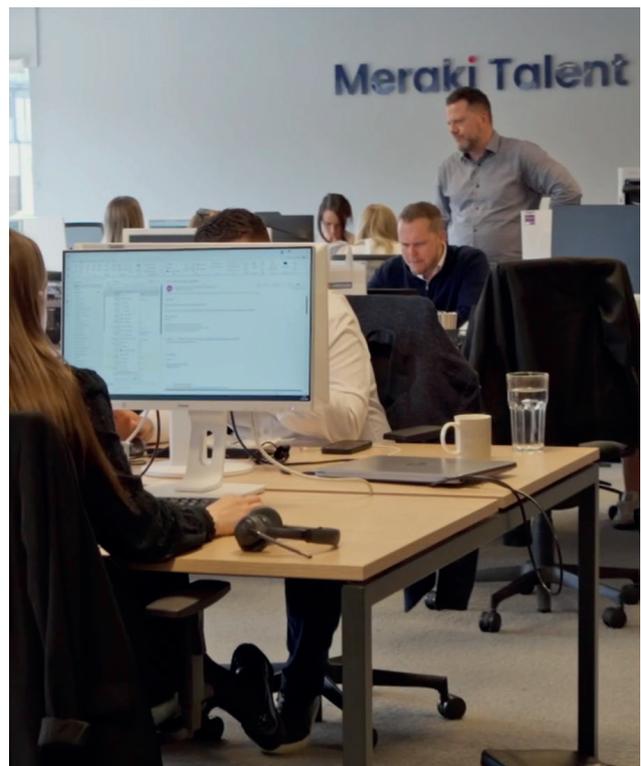
Step 3:

Discussion with senior management on alignment and goals



Step 4:

Final stage meeting with CEO and informal team meet-and-greet



We look for ambition, authenticity, and people who share our passion for doing recruitment differently.

Contact Details

Interested in joining Meraki Talent?

Reach out confidentially to our Internal Recruitment Team:

✉ hello@merakitalent.com 🌐 www.merakitalent.com



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