

Natalie Mayo – Senior Technical Recruiter

Basingstoke, Hampshire - Remote/Hybrid

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Professional Summary

Results-driven Senior Technical Recruiter with 9+ years of specialised experience in IT and Development and white-collar recruitment. Proven track record of exceeding targets. Expert in full-cycle 360 and 180 recruitment for permanent and contract tech roles, from junior developers to senior IT leadership positions. Strong stakeholder management skills with experience recruiting across UK and European markets for both internal teams and third-party clients.

Key Expertise: Software Engineering • Infrastructure • DevOps • Project Management • IT Service Management • White-collar • Business Support • Executive Search • Volume Recruitment • Stakeholder Management

Core Technical Skills

Recruitment Technology: LinkedIn Recruiter, CV Library, Reed, Indeed, Access ATS and CRM.

Sourcing & Assessment: Boolean searching, technical screening, competency-based interviewing

Tech Stack Knowledge: Java, Python, AWS, Azure

Analytics: KPI tracking, time-to-fill optimisation, candidate pipeline management, retention analysis

Professional Experience

Devonshire Recruitment (Paragon Group) - Remote

RPO Recruiter | October 2021 – June 2025

Leading technical recruitment for Paragon Group's internal teams and third-party supplier ATOS, covering UK and European markets.

Key Achievements:

- Exceeded annual sales targets: £150,000 (Year 1), £236,081 (Year 2), £350,000 (Year 3)
- Successfully recruited 60+ technical professionals across different IT disciplines for permanent and contract roles
- Maintained 100% candidate retention rate at 12 months
- Achieved average time-to-fill of 30-45 days for technical roles
- Built talent pipelines of pre-qualified candidates across key skill areas

Technical Roles Recruited:

- Software Engineers (Java, Python, .NET, etc.)
- Infrastructure Engineers (Cloud, Network, Security)
- IT Project Managers & Scrum Masters
- Service Desk Engineers (L1-L3)
- QA Analysts & Test Engineers
- Senior IT Leadership (Head of IT Service Continuity, IT Operations Manager)

Core Responsibilities:

- End-to-end recruitment management from sourcing to onboarding for all permanent and contract vacancies
 - Stakeholder consultation with hiring managers across multiple business units
 - Technical screening and competency assessment of candidates
 - Salary benchmarking and market intelligence reporting
 - Compliance management and right-to-work verification
 - ATS management and recruitment pipeline reporting
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Chapman Recruitment (JCK Ltd) - Colnbrook

Senior 180 Recruiter | June 2021 - October 2021 (Contract)

Specialised technical recruitment for aviation and construction sectors, supporting major clients including Amazon, Jaguar Land Rover and Heathrow Airport.

Key Achievements:

- Recruited 15 skilled tradespeople and engineers within 3 months

- Maintained 100% compliance rate for technical qualifications and certifications
- Achieved 10 days average time-to-fill for critical maintenance roles

Responsibilities:

- Technical temporary recruitment across M&E, Civil Engineering, Airport Infrastructure, and Automation
 - Compliance screening for industry certifications (JIB, CSCS, CPCS, Airside Pass, IPAF)
 - Multi-platform candidate sourcing and technical assessment
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Skillnet Ltd - Watford

Senior Recruiter | February 2020 - June 2021

High-volume recruitment for government-funded apprenticeships in the UK Automotive Industry, supporting Ford, DAF Trucks, McLaren and independent dealers.

Key Achievements:

- Managed 50-80 concurrent vacancies monthly for South region
- Recruited 100+ apprentices with 100% program completion rate
- Designed and delivered virtual assessment processes during COVID-19 transition

Responsibilities:

- End-to-end recruitment cycle management from sourcing to onboarding
 - Technical and behavioural assessment delivery via Microsoft Teams
 - Stakeholder management across multiple automotive dealerships
 - Learning and development coordination with Skills Coaches
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Allied Worldwide Ltd - High Wycombe

Senior Internal IT Recruiter | August 2018 - January 2020

Global IT recruitment for managed services provider, covering UK, Europe, US, and Saudi Arabia markets.

Key Achievements:

- Recruited 30+ IT professionals across six countries
- Provided market intelligence and salary benchmarking for global IT roles
- Maintained 100% hiring manager satisfaction rate

Responsibilities:

- Full-cycle recruitment for Desktop Support, Infrastructure Engineers, and Software Developers
 - Global pricing research and market analysis
 - Technical screening and assessment coordination
 - Quarterly KPI reporting to executive leadership
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Brook Street Ltd - High Wycombe

Recruitment Consultant | September 2016 - April 2018

Achievement: Exceeded annual sales target of £75,000 in first year

- Achieved weekly KPIs: 100 sales calls, 4 interviews arranged, 4 new vacancies, 5 candidate registrations, 3 new client visits
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Education & Qualifications

Hatters Lane School | September 1997 - July 2001

10 GCSEs - Completed and Passed

Full UK Driving Licence