



BEFORE & AFTER — COMPLETE DELIVERABLE PAIR

Recruiter / Talent Acquisition Specialist CV: the complete rewrite

Target: Talent Acquisition Specialist (In-house) (UK market).

CONSTRUCTED EXAMPLE — "Callum Rhodes" is a fictional candidate created to demonstrate our methodology, not a real client. Client materials are never published. Scenario: In-house Talent Acquisition Specialist with 4 years at a scaling technology company, targeting senior in-house recruiting roles.

THE AFTER — the optimized CV

Callum Rhodes

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PROFESSIONAL SUMMARY

Talent Acquisition Specialist with 4 years in-house at a scaling technology company, owning full-cycle recruiting for engineering and product — 90+ hires a year across 5 departments. Boolean sourcing and pipeline development in LinkedIn Recruiter; every requisition managed in Greenhouse. Cut time-to-fill from 41 to 27 days while holding a 93% offer-accept rate. Agency-trained, in-house proven.

PROFESSIONAL EXPERIENCE

Talent Acquisition Specialist — Novastra Group, Manchester · Jan 2022 – Present

- Own full-cycle recruiting for engineering and product: intake, sourcing, structured interviewing, offer negotiation and close — 90+ hires a year, every requisition tracked in Greenhouse.
- Reduced average time-to-fill from 41 to 27 days over two years while maintaining a 93% offer-accept rate, reported quarterly to the executive team alongside pipeline coverage (3:1 on priority requisitions).
- Source 55% of engineering hires directly via Boolean search and LinkedIn Recruiter outreach, reducing agency spend and building proactive pipeline development for recurring roles.
- Co-designed and rolled out structured interviewing across the company — role-specific scorecards, calibrated question banks, and training for 40 interviewers — improving consistency of hiring decisions and candidate experience.
- Partner with hiring managers across 5 departments on role definition, interview design and workforce planning, contributing to two annual headcount planning cycles.
- Apply balanced-shortlist DEI sourcing on every engineering requisition and deliver bias-awareness elements of interviewer training; pilot AI sourcing and automated screening tools with human review on every shortlist.

Recruitment Consultant — Bridgegate Recruitment, Manchester · Jun 2021 – Jan 2022

- Ran a full temporary and permanent desk: sourced, screened and placed candidates across commercial roles, building the candidate-facing habits (fast feedback, honest briefs) carried into in-house work.

SKILLS

Talent Acquisition Specialist · Recruiter · Recruitment Specialist · Full-Cycle Recruiting · Boolean Sourcing · Pipeline Development · Structured Interviewing · Candidate Experience · Offer Negotiation · Hiring-Manager Partnership · Workforce Planning · Employer Branding · DEI Sourcing · Time-to-Fill · Offer-Accept Rate · Pipeline Coverage · Greenhouse · LinkedIn Recruiter · AI Sourcing · Automated Screening

EDUCATION

Both versions, through our ATS simulator

We ran the complete before and after through the same analysis engine as our free ATS simulator, against a realistic posting for "Talent Acquisition Specialist — In-house (Technology)". This is a simulation of how keyword-based parsing and screening behave in general — not a claim about any specific ATS, and not an "ATS score". Every number is computed from the documents by the simulator's own code and verified by our test suite — never typed in by hand.

ATS simulator result	Before	After
Robot record: fields extracted	5 of 8	7 of 8
Content lines lost (mapped to no field)	10	0
Weighted keyword coverage vs the posting	15%	82%
Simulated recruiter-search rank	#7 of 7	#2 of 7

What changed, and why

KEYWORDS & SEARCH

Profile: "people person" out, function and volume in

"A real people person who loves connecting talent with opportunity" appears on thousands of recruiter CVs and matches no search. The rewrite states the role in its searched forms ("Talent Acquisition Specialist", "Recruiter"), the scope (engineering and product, 90+ hires a year), the platforms (Greenhouse, LinkedIn Recruiter) and the headline metrics — the exact vocabulary of the adverts this CV is answering.

RECRUITER APPEAL

The metrics recruiting is actually managed by

Talent acquisition is one of the most metricated functions in any company, and the before CV contained no numbers at all. Time-to-fill down from 41 to 27 days, a 93% offer-accept rate, 3:1 pipeline coverage on priority requisitions — these are the KPIs the hiring team itself reports on, so seeing them owned on a CV is instantly credible and instantly searchable.

KEYWORDS & SEARCH

Name the stack: Greenhouse, LinkedIn Recruiter

"Recruitment software" and "job boards" match nothing. In-house teams filter for their own stack by name — Greenhouse, Workday Recruiting, Lever — and for "LinkedIn Recruiter" as the sourcing baseline. The rewrite names the systems genuinely used, and only those: an honest stack beats a long one.

RECRUITER APPEAL

"Finding candidates" → Boolean sourcing, with a share

"Found candidates for open roles" is invisible; "sourced 55% of engineering hires directly via Boolean search and LinkedIn Recruiter outreach" is a method plus a measurable share. Direct-sourcing capability is exactly what separates an in-house specialist from an agency CV, and "Boolean sourcing" is a screened term in TA adverts.

RECRUITER APPEAL

Structured interviewing: the quality evidence

Interview design is the quality half of recruiting, and the before CV never mentioned it. Rolling out structured interviewing — scorecards, calibrated questions, trained interviewers — is checkable process evidence, and the phrase itself is in the posting. The claim stays honest: co-designed and rolled out, with the interviewer count that makes it concrete.

KEYWORDS & SEARCH

"Worked with managers" → hiring-manager partnership

"Worked closely with managers to fill roles" is the recruiting CV's "team player." The rewrite uses the term of art the function searches on — hiring-manager partnership — and evidences it: intake-to-offer ownership across 5 departments and workforce-planning input for two annual headcount cycles.

RECRUITER APPEAL

DEI sourcing: stated as practice, not slogan

Most CVs either omit DEI work or reduce it to a values statement. The rewrite records the practice — balanced-shortlist sourcing on every engineering requisition and structured-interview training that reduces first-impression bias — without inventing an outcome statistic that HR analytics would struggle to attribute to one person. Honest process claims outlast inflated impact claims.

STRUCTURE & LAYOUT

Agency-speak and clichés, cut; UK CV conventions, kept

“References available on request” and a hobbies line spend the CV’s scarcest resource — the first page — on content no screen reads. The rewrite keeps proper UK conventions (two pages, no photo, British spelling) and reallocates the space to a metrics-led experience section the software and the hiring manager both want.

Explore this pair as an interactive annotated diff — hover any change to see why it was made — in the Samples section of our site.

THE BEFORE — the CV as it arrived

The complete original. Every highlighted weakness above refers to a line in this document. (Fictional, like the rest of this constructed example.)

Callum Rhodes

Manchester, UK · callum.rhodes@example.com · +44 7700 900327

ABOUT ME

A real people person who loves connecting talent with opportunity. Experienced recruiter with a proven track record of filling roles quickly. Great communicator, highly organised, and passionate about people.

WORK HISTORY

Recruiter — Novastra Group, Manchester (2022 to present)

- Found candidates for open roles across the company.
- Worked closely with managers to fill roles.
- Interviewed candidates and managed the hiring process.
- Used recruitment software and job boards to advertise positions.

Recruitment Consultant — Bridgegate Recruitment, Manchester (2021-2022)

- Placed candidates in temporary and permanent positions.
- Built relationships with clients and candidates.

SKILLS

Recruitment · Interviewing · Communication · Relationship building · Organisation · Teamwork

EDUCATION

BA Business Studies, Manchester Metropolitan University — 2021

INTERESTS

Football, gym, travel. References available on request.

The keyword table for "Talent Acquisition Specialist (In-house)"

From our research bank for Recruiter / Talent Acquisition Specialist: the recruiter-search terms that matter for this title, and whether each version carries them. The after covers 20 of 29 (the before covered 1). The remaining gaps are deliberate: terms that would be untrue for this candidate stay out. We optimize with what is true, never past it.

Recruiter-search term	Before	After
TITLES		
Recruiter	✓	✓
Talent Acquisition Specialist	—	✓
TA Partner	—	—
Talent Sourcer	—	—
Recruitment Specialist	—	✓
PLATFORMS		
Greenhouse	—	✓
Workday Recruiting	—	—
Lever	—	—
iCIMS	—	—
SmartRecruiters	—	—
LinkedIn Recruiter	—	✓
CRAFT		

Recruiter-search term	Before	After
full-cycle recruiting	—	✓
Boolean sourcing	—	✓
pipeline development	—	✓
structured interviewing	—	✓
candidate experience	—	✓
offer negotiation	—	✓
STRATEGY		
hiring-manager partnership	—	✓
workforce planning	—	✓
employer branding	—	✓
DEI sourcing	—	✓
METRICS		
time-to-fill	—	✓
offer-accept rate	—	✓
pipeline coverage	—	✓
quality-of-hire	—	—
AI ERA		
AI sourcing	—	✓
automated screening	—	✓
predictive analytics	—	—
agentic AI	—	—

Every change in this document maps to our published 12-point checking standard, applied to every delivered order.