



PROVIDING SPECIALIST TALENT
FOR **SECURE, MISSION-CRITICAL PROGRAMMES**



DEFENCE & SECURITY RECRUITMENT

ABOUT US

Talent Locker partners with organisations delivering mission critical, secure technology, and national security programmes, connecting them with highly skilled and security cleared professionals.

Our approach positions us as a trusted partner. We combine sector expertise, discretion and access to extensive cleared talent networks, whilst maintaining open and honest communication throughout the entire process.

This ensures organisations can access the specialist skills required to deliver with confidence in highly sensitive and secure environments.

DEFENCE | ENGINEERING | TECHNOLOGY | CYBER SECURITY

OUR EXPERTISE



Organisations operating in the defence and security sector require professionals who can deliver technical excellence within complex, regulated, and mission-critical environments.

Our approach is highly consultative, collaborating with clients to fully understand their requirements, providing them with the talent they need quickly and effectively. We focus on understanding the goals, challenges, and long-term ambitions of both clients and candidates, ensuring every placement delivers lasting value - not just a short-term solution.



LAND



SEA



AIR



SPACE & CYBER

DEFENCE



LAND, SEA, AIR & SPACE

We support some of the defence sector's most complex and mission-critical programmes, delivering specialist talent across the land, sea, air and space domains.

Our consultants have a deep understanding of security clearance requirements and maintain extensive networks of BPSS, SC and DV-cleared professionals. This allows us to quickly identify, engage and secure the talent our clients need, reducing time-to-hire while maintaining the highest standards of quality and compliance.

TYPICAL REQUIREMENTS:

- Systems Engineering
- P3M & PMO
- Requirements Management
- Modelling & Simulation
- Risk Management
- Mechanical Engineering
- Electrical Engineering
- Validation and Verification Engineering
- Electronics & Hardware
- ILS, IPS and Supportability
- Procurement & Supply Chain
- Technical Authority
- Solutions Architect
- Infrastructure Engineering
- Safety & Reliability Engineering
- Software Engineering

92% CLIENT RETENTION RATE

ENGINEERING & TECHNOLOGY

Our extensive experience and established talent networks across the Engineering & Technology sector allow us to provide our partners with the resources they need for product development, end-to-end project delivery, manufacturing, systems integration, and the successful delivery of complex engineering programmes across highly regulated and mission-critical environments.

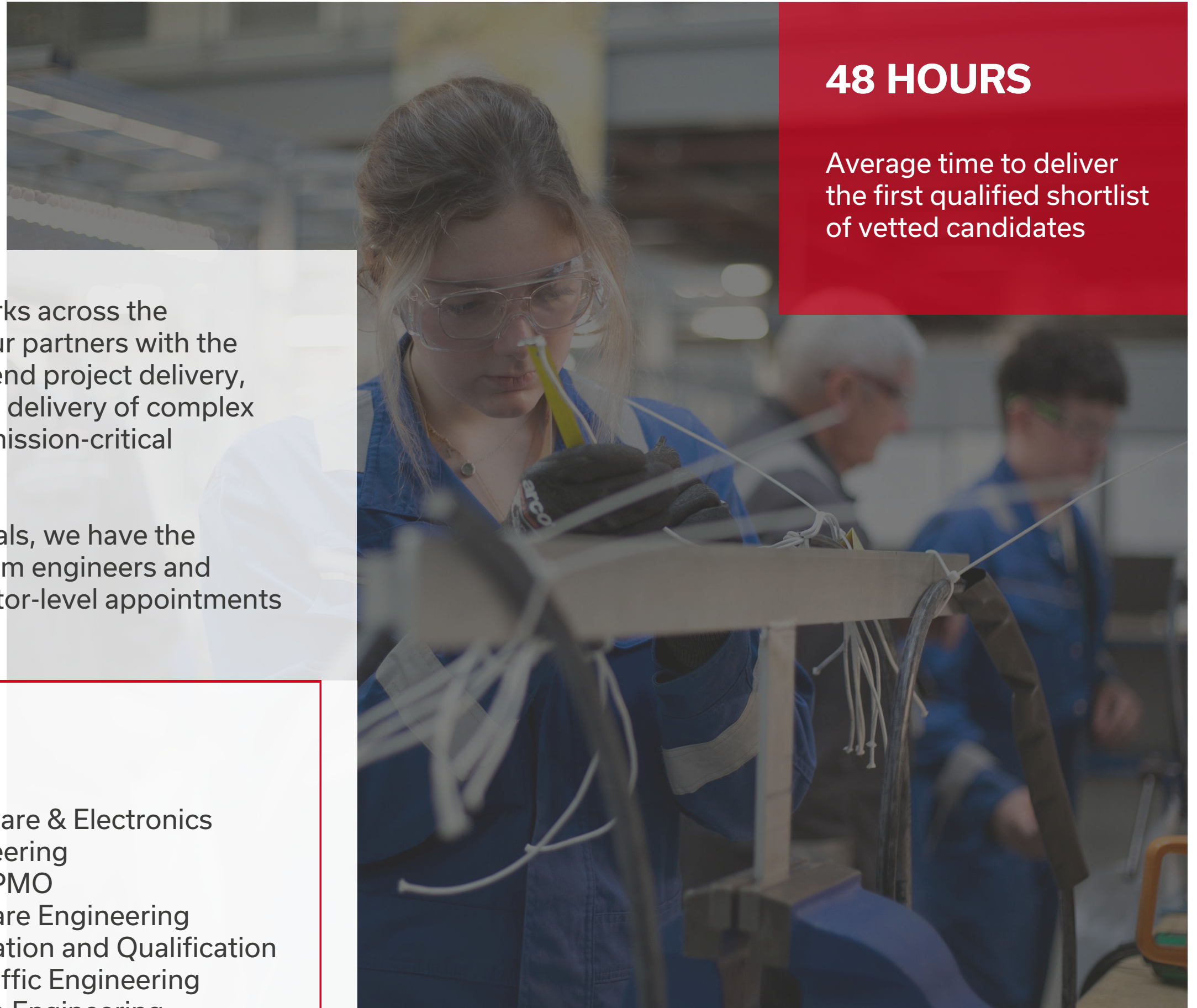
Whether you require contract or permanent professionals, we have the capability to deliver exceptional talent at every level, from engineers and technical specialists through to senior leadership, director-level appointments and C-suite executives

TYPICAL REQUIREMENTS:

- Systems Engineering
- Quality and Continuous Improvement
- Manufacturing Engineering
- Engineering Management
- Project Management
- Change & Transformation
- Test Engineering
- Hardware & Electronics Engineering
- P3M/PMO
- Software Engineering
- Installation and Qualification
- Air Traffic Engineering
- Design Engineering

48 HOURS

Average time to deliver the first qualified shortlist of vetted candidates



CYBER SECURITY

SECURING THE FUTURE OF DEFENCE

As cyber threats continue to evolve in complexity and scale, cyber security has become fundamental to modern defence capability. Our specialist consultants possess deep market knowledge and access to an extensive network of security-cleared professionals, delivering talent across governance, operations, engineering and leadership functions.

We enable organisations to build high-performing cyber teams that enhance resilience, protect mission-critical systems, and secure sensitive information.

5* RATING

Consistently trusted by organisations and professionals we work with

TYPICAL REQUIREMENTS:

- Cyber & Information Security Consultants
- Architects
- Security Analyst
- Governance, Risk & Compliance
- Information Assurance
- SOC Teams
- Incident Response
- Threat Intelligence
- Vulnerability Management
- Penetration Testers
- Leadership & Management

MEET THE TEAM

OUR DEFENCE SPECIALISTS



Emma Homann

Practice Lead - Defence & Security

Emma leads the defence team & acts as an extension of your internal hiring function. With over 8 years' industry experience & sector knowledge, she partners with organisations to deliver recruitment campaigns, advise on future talent planning & report on live market data.



Rebecca Kelly

Lead Consultant

Rebecca specialises in supporting recruitment across the Defence & Security sector, helping organisations attract highly skilled engineering, technology and programme delivery professionals into complex and secure environments.



Jake Rickman

Senior Delivery Consultant

Jake specialises in supporting clients across the UK Defence and Security sector with the delivery of high quality technology and engineering talent.



I wouldn't hesitate to recommend Emma to anyone looking for a recruiter who is **knowledgeable**, approachable, and **truly invested** in getting the right outcome for everyone involved.



MEET THE TEAM

LEADERSHIP & DELIVERY



Richard Barker

Director

Co-founder and Director of the Talent Locker team, Richard works closely with organisations delivering large-scale digital change.



Martyn Hurricks

Director

With over 20 years' recruitment experience, Martyn is co-founder and Director of the Talent Locker team, delivering technology and transformation projects.



Mark Burgess

Head of Delivery

Mark manages Talent Locker's resourcing function, filling roles across our specialist market sectors, including defence & security. Mark has deep market knowledge of the security cleared candidate market.



Georgia Field

Delivery Consultant

With over six years' recruitment experience, Georgia helps organisations secure the talent they need for niche security cleared requirements and upcoming projects.

MEET THE TEAM

OPERATIONS & MARKETING



Genevieve White

Operations Manager

Genevieve is responsible for office management, supporting the team with administrative and operational tasks.



Bernie Jones

Marketing Manager

Bernie manages all marketing activity at Talent Locker, including communications, events, partnerships and brand growth.

MEMBERSHIPS & ACCREDITATIONS

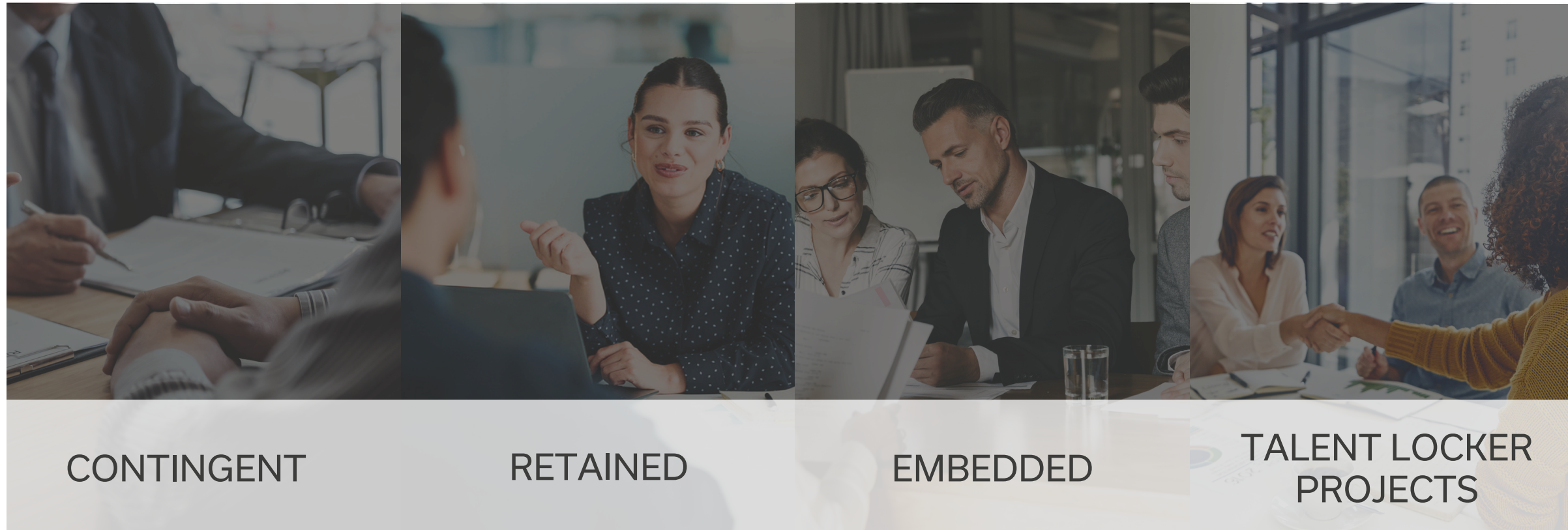
Our memberships and accreditations reflect the high standards we set across every aspect of our business.



As a **JOSCAR**-registered supplier, we have met the rigorous standards required by the aerospace, defence and security sectors. This accreditation provides our clients with confidence that we operate to the highest levels of compliance, professionalism and service delivery.

We are also proud supporters of the **Armed Forces Covenant**, reinforcing our commitment to military personnel and veterans, recognising the vital contribution they make to our industry and society.

OUR SOLUTIONS



Organisations operating in the defence and security sector require professionals who can deliver technical excellence within complex, regulated, and mission-critical environments.

Our approach is highly consultative, collaborating with clients to fully understand their requirements, providing them with the talent they need quickly and effectively. We focus on understanding the goals, challenges, and long-term ambitions of both clients and candidates, ensuring every placement delivers lasting value - not just a short-term solution.



I have to say Talent Locker have been brilliant.

It's very refreshing to see them take a **genuine interest** in their candidates and give **clear guidance** throughout the job application.

It made the whole process worry free and gave the assurance I was in good hands.



CONTINGENT

Clients who choose our Contingent recruitment solution gain access to our specialist market knowledge, established talent networks, and proactive sourcing methods.

Ideal for organisations requiring support with **individual hires** or **ad-hoc recruitment** needs, our contingent model gives you access to specialist talent without upfront commitment.

What's included?

- A market leading and award winning recruitment service
- Access to top recruitment job sites and the latest technologies, systems and candidate attraction tools
- Candidate qualification and CV screening via phone
- Interview coordination and feedback management
- Full referencing & management of contracts
- End to end management of IR35 compliance process
- Salary benchmarking guidance

RETAINED

Our Retained Search solution is a strategic partnership designed for **critical, senior-level, or niche appointments**. Through an agreed upfront investment, we dedicate resources exclusively to your search for a more comprehensive and targeted approach. Working closely with stakeholders, we become an extension of your leadership team, providing market intelligence, competitor insights, and a structured search process that delivers exceptional talent.

What's included?

Contingent +

- Dedicated & prioritised delivery team
- Weekly stakeholder management meetings and progress reports
- Psychometric testing of candidates
- Targeted headhunting and market mapping with shortlists
- Employer branding and promotion
- Detailed market intelligence



EMBEDDED

Our Embedded Recruitment solution provides organisations with a dedicated talent acquisition function that acts as an extension of their internal team. Working exclusively on your vacancies, our consultants represent your brand, culture and employee value proposition directly to the market. Ideal for businesses experiencing growth, transformation programmes or ongoing hiring demand, the Embedded model combines the benefits of an in-house recruitment team with the expertise, scalability and reach of a specialist recruitment partner.

What's included?

- Dedicated recruitment resource(s) embedded in your business
- Recruitment process ownership and management
- Representation of employer brand in the market
- Pre employment assessments
- Applicant tracking system
- Candidate insight reporting
- Interviews for all candidates
- Workforce planning and hiring strategy support



TALENT LOCKER PROJECTS

Talent Locker Projects is a specialist project-based recruitment solution designed to rapidly mobilise contract professionals for critical programmes and time-sensitive deliverables. Whether supporting defence programmes, digital transformation, cyber or engineering projects, we provide the skilled resources required to meet objectives on time and within budget. Our project delivery teams work to defined timelines and hiring milestones, ensuring the right capability is available exactly when it is needed.

What's included?

- Dedicated project delivery team
- Project-specific recruitment strategy and resource plan
- Compliance, IR35 and right-to-work management
- Progress reporting against project milestones
- Weekly stakeholder management meetings
- Psychometric testing of candidates
- Targeted headhunting and market mapping with shortlists
- Employer branding and promotion



VISIT OUR WEBSITE

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GET IN TOUCH

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