

Join us

Make a difference

Helping healthcare organisations build the teams that drive better care.



Connected by shared values, you'll find authenticity and kinship here; we care about each other's well-being and success



If you want a meaningful career, welcome to your future.

We work closely with healthcare providers across the UK and Ireland, recruiting healthcare professionals and specialists who strengthen services and help organisations achieve their ambitions.

Helping healthcare organisations build teams that drive better care.

That's the difference we make. We connect healthcare providers with people who can make a genuine difference from established leaders to emerging talent.

But great recruitment is about more than placements and targets.

We give you the autonomy to build meaningful relationships rather than chase transactions, with the flexibility to manage your work and personal life without unnecessary friction.

We believe recruitment should be done properly.

No pressure to compromise your standards. No unnecessary process. Just honest conversations, high standards, hard work and a genuine commitment to doing a good job.

We're ambitious, we have fun, and we look out for each other. We give good people the space to grow and the support to succeed.

If you're an experienced recruiter who wants to do great work without becoming someone you're not, you might feel at home here.

Our Brands



Stroud
Resourcing

Launched 2008

**Independent healthcare recruitment specialists.
Finding the people others can't.**

Since 2008, we've built deep knowledge of the healthcare sector and a specialist network that enables us to reach talented professionals others may overlook. This helps our clients access skilled people who aren't typically found through traditional recruitment channels.

Our primary skill is headhunting. We find talented professionals who aren't actively looking, aren't sitting on a CV database and won't apply to an advert, however good it is.

Our reputation is built on specialist knowledge, strong relationships and doing recruitment properly. We combine deep market knowledge with rigorous processes and effective tools to find the people others can't.



Fertility Talent

Launched 2021

Born from personal experience. Built to make a difference.

In 2021, we launched Fertility Talent, a specialist recruitment firm focused on Women's Health and Fertility. Born from the founders' own experience of starting a family, it was created to connect exceptional healthcare professionals with organisations making a difference across the sector.

With the backing of Stroud Resourcing's healthcare expertise, systems and marketing capability, Fertility Talent has grown into a distinctive specialist brand, showing what's possible when deep sector knowledge and the right infrastructure come together.

It's a model we're proud of and one we're excited to build on.



Stroud
Resourcing

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Track Record

We specialise in the difficult-to-fill, critical and niche roles that matter to healthcare organisations. From ambitious independents and start-ups to national groups and PLCs, we deliver where recruitment is hardest.

400+

Healthcare professionals
sourced for the opening of
KIMS Hospital

321

**Senior clinical and
operational appointments**

85.5%

**Returning business over the
last 3 years**

Under an award-winning contract, we sourced healthcare professionals from board level down to help build the workforce for a newly built acute hospital with five theatres and 100+ beds.

Our experience includes senior leadership, clinical and operational appointments across the UK's private healthcare sector, as well as regional and head-office teams.

A significant proportion of our work comes from clients who choose to work with us again - **reflecting the quality of our delivery and the relationships our people build.**

Deep healthcare expertise. Built through long-term relationships

Since 2008, we've built healthcare talent communities across the UK and Ireland through long-standing relationships with providers operating across national footprints. This has developed our strength in recruiting across major cities and hard-to-reach locations, while giving us deep knowledge of local talent markets, competitors and candidate availability. We now bring that experience and established candidate networks to smaller providers, where our specialist reach can make a real difference.

11 YEARS - HCA Healthcare

8 YEARS - Spire Healthcare

6 YEARS - Circle Health Group

4 YEARS - Nuffield Health

2 YEARS - Practice Plus Group



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High performance. Properly rewarded.

Choose a life, not just a living.

Financial security, choice and being properly rewarded matter. We believe great recruiters should have the opportunity to earn well, which is why we offer high basic salaries, uncapped commission and an excellent pension. Our benefits go beyond the usual, with enhanced family benefits, dental care, generous holiday entitlement and sabbaticals.

Built for great recruiters

Recruitment takes energy, resilience, and a strong work ethic. We know that. Our most productive days are Monday to Thursday, so we focus our energy where it matters and make the most of our time together.

At the same time, we trust our people to manage their work and personal lives without unnecessary friction. Hybrid and flexible working give you the freedom to work in a way that suits you, alongside the accountability and performance standards of a high-performing recruitment business.

Trust works both ways.

The tools to do your best work You'll have the technology, data and infrastructure to support your success, including a **CRM with more than 135,000 candidates**.

But technology alone doesn't make a great recruiter. Our real advantage is our ability to find exceptional people who aren't sitting on a database. We rank in the top **2% of worldwide LinkedIn users in staffing and recruiting**, and the **top 1% in healthcare**.

Our skill is headhunting - finding the people others can't. That's the skill we expect you to develop and master.

Who succeeds here?

You don't need to be a stereotypical salesperson. We're not looking for pushy recruiters who measure success by how loudly they can sell.

We're looking for people who are **commercially astute**, **exceptional communicators** and **naturally curious**. People who enjoy being on the phone, building relationships and care about getting the right outcome rather than simply making a placement.

You should be **ambitious**, **hardworking**, and **resilient**, with a **good sense of humour** and a **genuine interest in people**.

Most importantly, you need to share our belief that **recruitment can be done differently**.

Perform well. Be well rewarded. Do it your way.



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Tools for Success

We invest in the technology, marketing, training, and expertise that help our recruiters work smarter and recruit better.

Giving you the tools and support to focus on what great recruiters do best: building relationships, finding exceptional people, and making great placements.



Turn your network into opportunity

Your network is one of your greatest assets. Paiger helps you turn it into greater visibility, a stronger personal brand and more candidate conversations.

AI-powered tools make it easy to share jobs, market insight and relevant content through your LinkedIn profile without spending hours creating posts.

Stay visible. Build your brand. Start more conversations.

Your personal brand is a powerful headhunting tool. We rank in the top 2% of worldwide LinkedIn users in staffing and recruiting, and the top 1% in healthcare. Our marketing team helps you build a credible, visible profile and expand your network.

You bring the recruitment expertise. We amplify it.



Our CRM gives you access to a database of **135,000+** candidates, providing a strong starting point for your searches.

But we don't rely on databases alone. Our recruiters are skilled headhunters who know how to identify and engage exceptional professionals who aren't actively looking or already known to recruitment agencies.

Our dedicated marketing team works alongside recruiters to strengthen the Stroud brand and support your desk.

From hiring and career advice to healthcare industry insights, we create content and campaigns that demonstrate our expertise, engage our audience and give you relevant reasons to stay connected with clients and candidates.



Workflow & Training

Proven knowledge. Practical support.

Great recruiters shouldn't have to reinvent the wheel. Our Workflow brings together proven training, processes, guides and resources built from years of recruitment experience.

From sourcing and candidate attraction to client conversations and market knowledge, you have the tools and expertise of the wider team behind you.

The infrastructure is there. Your expertise takes it further.



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Our mission is to help healthcare organisations build teams that drive better care

We're a values-led healthcare recruitment firm, committed to building stronger teams for better care.

Since 2008, we've built our reputation by doing recruitment properly, specialising in the difficult-to-fill, niche and critical roles that genuinely matter to healthcare providers. There's real fulfilment in knowing that the work we do helps build teams that ultimately deliver better care.

We believe recruitment is about relationships, not transactions. 85.5% of our business over the last three years has come from returning customers - a reflection of the trust our people build and the quality of the work they do.

But our success isn't only about what we achieve for clients. It's about creating a business where experienced recruiters can do their best work: building genuine market expertise, taking ownership of their careers and having the support, infrastructure and freedom to succeed.

We want ambitious people to have a voice, make an impact and share in the success they help create. We care about performance, but we believe a high-performing workplace should also be a supportive one.

I've also challenged some of the traditional expectations of recruitment, particularly around what a successful career should look like alongside life outside work. We've built a business where the two don't have to be in conflict.

Today, we're continuing to grow with experienced recruiters who want more than another recruitment job. People who want to build something, develop genuine expertise and have a meaningful influence on what comes next.

If that sounds like you, I'd love to talk.



**Joanna Stroud,
Managing Director**

Our Purpose

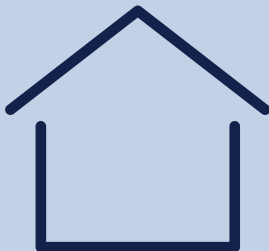
We believe recruitment is about more than filling roles. It's about helping shape the future of healthcare.

Our purpose is simple: **to help healthcare organisations build teams that drive better care.**

We recruit leaders and healthcare specialists for critical, niche and difficult-to-fill roles - people with the expertise to make a real difference.

And our responsibility goes beyond our clients. We want to make a positive difference to our people, our community and the environment around us.

Our Home



Overlooking the River Ouse in York, our private office at Wizu | East Coast House gives us a vibrant, creative place to work and collaborate.

With private phone booths, meeting rooms and shared spaces, it's a flexible environment designed for both focused work and connection.

And yes, it's dog friendly.

Our Impact



We believe being a responsible business means contributing to the communities we work in and reducing our impact on the environment.

We've reduced paper and energy use and work to offset our carbon footprint through tree planting across Yorkshire and the Humber. We know there's more we can do, and we encourage our people to bring forward ideas that can make a difference.

Through our Four Seasons of Giving initiative, we support local charities and community groups throughout the year, collecting essential supplies for food banks, family shelters and those who need them most.



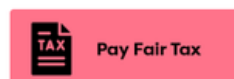
Real Living Wage



Employee Well-being



Equality, Diversity and Inclusion



Pay Fair Tax



Ethical Sourcing



Fairer Hours and Contracts



Employee Representation



Environmental Responsibility



Commitment to Customers



Prompt Payment to Suppliers



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Our 4P's

People

Our people are specialists in their markets, with the expertise to understand your challenges and find the right people for your organisation. They're empowered to challenge, advise and act with integrity, with the accountability to do what is right not what is simply easiest.

Process

Good recruitment needs rigour. Our continually evolving workflow brings together the training, processes and tools needed to deliver a thorough, transparent and compliant service, without losing the human judgement that great recruitment requires.

Practice

We believe recruitment should be straightforward, honest, and professional. Great recruitment is a partnership built on clear briefs, open communication and shared commitment. We ensure clients and candidates are well informed, well represented and treated with respect throughout the process.

Purpose

We put purpose before profit. That means working with people and organisations who share our values and focusing on the impact our work can have. We strengthen teams, support better care and help shape the future of healthcare.

Our Values



Transparency

Communicate openly and honestly with everyone involved in our business.



Collaboration

Share knowledge, support each other and work together towards the best outcome.



Authenticity

Be genuine, sincere and true to who we are.



Challenge

Embrace new challenges, push ourselves and make things happen.



Empathy

Listen, understand different perspectives, and treat people with respect.



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'Choose a life, not just a living.'

We believe a great career should enhance your life, not compete with it.

That's why we offer hybrid working, genuinely flexible hours and 30-hour contracts, alongside a culture where balance is built into the way we work. **And yes, finishing at 12:30 on Fridays really does happen.**

We know that high performance doesn't require people to be permanently switched on. We believe our people deliver their best work when they have the **freedom to balance their work and personal lives without friction.**

You'll enjoy a competitive salary, excellent benefits, and the opportunity to work alongside a high-performing team that genuinely cares about what it does. **Whether your ambition is personal, professional or both, we want to help you achieve it.**

Our leaders take a coaching approach. We trust experienced recruiters to bring their expertise, encourage people to challenge the status quo and create the space to think differently. **As you develop, you'll have the freedom, trust and support to build your expertise, take ownership, and shape your career.**

What this looks like in practice

- 30-hour contracts available
- 7% employer pension contribution from day one
- 25 days' holiday, increasing with service
- Hybrid and genuinely flexible working
- 12:30pm Friday finish
- Family-friendly policies and benefits
- Competitive salary and benefits
- A coaching-led leadership approach
- A high-performing, supportive team



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“The leadership team have an incredible network and knowledge of the market. They're always willing to get into the weeds of a campaign and are genuinely passionate about finding the best possible candidate. I've never worked somewhere that takes such a collaborative approach to recruitment. I also really value the 7% employer pension contribution and hybrid working.”

Caroline Robinson, Senior Recruitment Consultant

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Our Perks

Our benefits package is driven by the needs of our people, so it's always evolving. From sabbaticals to childcare vouchers, our perks are designed with you in mind. We were one of the first businesses in the UK to offer both paid leave and financial support for our team and their partners receiving fertility treatment.



12% Pension Scheme (7% employer contribution)



33 Days Holiday



Bonus & Commission



Sabbatical



Life Assurance



Free Eye Test and Dental Plan



Fertility Treatment Leave & Loan



Childcare Voucher Scheme



Miscarriage Leave



Family Planning Leave & Pay



Office Dogs



Flexible Working



Personal Development



Monthly and Quarterly Events



Financial Wellbeing Planning



Health & Wellbeing Focus



Fundraising Activities



Talking Therapy



Hybrid Working



Local Business Discounts



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Comments From Our Team

What makes you get out of bed in the morning?

"The playing field of life isn't level. Experience has taught me that things don't just happen - you have to make them happen."

Moving into recruitment gave me an opportunity to get ahead based on my own accomplishments, but it wasn't without challenges. I've experienced gender inequality and social class discrimination, and I've had to work incredibly hard to create choice for myself.

I want to create a positive working environment where people are empowered to take control of their careers and use them as a vehicle to achieve their wider life goals. That's what motivates me."



Joanna Stroud
Managing Director

What's the most frustrating part of recruitment?

"Finding the right candidates is extremely challenging. Many people sitting on CV databases and LinkedIn are passive job seekers - open to hearing about the right opportunity, but not actively looking for a new role."

That means out-of-date CVs, incorrect details, and plenty of dead ends. You need to be tenacious."



Guy Stroud
Director

Any advice for someone considering a career in recruitment?

"Join a tech-savvy firm that's committed to building your personal brand online. A strong marketing strategy will open doors and give you a genuine competitive edge but it only works if you're also putting in the work on the phone."

When a great vacancy lands on your desk, that's your moment. Throw everything at it: energy, urgency, and every tool at your disposal to deliver results fast."



Charlie Brenton
Digital Marketing
Coordinator

What surprised you most when joining the business?

"One of the things best things about working here is the collaboration. We're ambitious and want to perform at our best, but we genuinely want each other to succeed too."

Everyone has each other's backs, and there's no 'I'm in it for me' mentality. That really sets us apart from other recruitment businesses."



Caroline Robinson
Recruitment
Consultant

Could this be your next move?



If you're an experienced recruiter with a track record in sourcing candidates through headhunting, we want to hear from you.

You'll need strong commercial acumen, exceptional communication and relationship-building skills, and the confidence to build trusted relationships with clients and candidates.

You'll be organised, hardworking and ambitious, with a growth mindset and a genuine desire to keep improving. You'll be straightforward in your approach, comfortable having honest conversations and focused on finding the right outcome rather than overcomplicating things.

Most importantly, you'll be authentic, honest, empathetic, conscientious, and fun to work with. You'll care about doing a good job, doing the right thing and being part of a team that wants to succeed together.

We're committed to creating a workplace that values diversity and promotes inclusion. We welcome applications from people of all backgrounds, experiences and identities. If you require adjustments during the recruitment process or in the role, please let us know. We're happy to support your needs.

If this sounds like you, we'd love to hear from you.



careers@stroudresourcing.co.uk



www.stroudresourcing.co.uk



For more information or a confidential discussion, call Joanna on 07947157526



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