Square One Resources

Where specialist technology recruiters perform.

squareoneresources.com









SQUARE ONE

Who we are

Built on specialism. Driven by performance.

Square One has been placing specialist technology talent since 1995. A business built from day one around deep market knowledge and consultants who know their sectors. That foundation hasn't changed.

Operating from London, Warsaw, Malta, and India, we place contract and permanent professionals across tech, life sciences, public sector, renewable energy, and financial services in 12+ countries.

Our expert teams specialise within these markets, partnering with clients ranging from fast-growth scale-ups to globally recognised organisations.

30 years of industry experience

100 strong team with full in-house support

Some of the companies we are working with:

L'ORÉAL · Heineken · cognizant · GSK · Capgemini

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Our markets

We recruit in four core pillars.

Every consultant at Square One works within a defined vertical, with the support and infrastructure to become a market expert.



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How we work

Our culture.

When I joined Square One, what stood out to me straight away was the opportunity to be part of something that could grow not only in performance, but in the culture and standards we build as a team.

Recruitment is a people business at its core. Success comes from understanding clients, supporting candidates, and building long-term relationships that are based on trust. But just as important as those relationships is the team behind the business.

Square One Resources have shown how important it is to combine expertise with a clear set of values and a strong internal culture. That's something that has always resonated with me and continues to influence how we approach what we do.

Our culture is built around four core values: Accountable, Relentless, Ambitious, and Committed.

Being **accountable** means taking responsibility for the work we do and the results we deliver. It's about doing what we say we will and maintaining high standards in how we work with clients, candidates, and each other.

Being **relentless** reflects the reality of recruitment. It's a demanding industry, and resilience is essential. The people who succeed are those who stay consistent, keep pushing forward, and don't lose focus when things get challenging.

Being **ambitious** means wanting to grow, both personally and professionally. We encourage people to set high expectations for themselves and to keep developing their skills and expertise.

And being **committed** means showing up every day with the right mindset. It's about supporting the team, maintaining professionalism, and consistently putting in the effort required to succeed.

The people who do well here tend to share similar qualities. They're driven and motivated, but also grounded and collaborative. Recruitment can be competitive, but the best teams are built on trust and support for one another.

We look for individuals who take ownership of their work, enjoy building relationships, and want to continuously improve. Experience is important, but attitude and mindset matter just as much.

Since joining the business, my focus has been on helping create an environment where people can develop their careers, perform at a high level, and feel proud of the work they do. We work hard, celebrate success together, and support each other when things are challenging.

For me, the most rewarding part of being part of this business is seeing the team grow, succeed, and contribute to something we're all proud to be building together.



Steve Ramsden

Steve Ramsden, Commercial Director

How we work

Our values.



Accountable

Every day we lead by example and influence others, and we ensure we’re accountable for our actions.



Relentless

We don’t give in when things get tough, instead, we find solutions to the challenges in front of us.



Ambitious

Hard work never stops, and we encourage setting goals outside of our comfort zones.



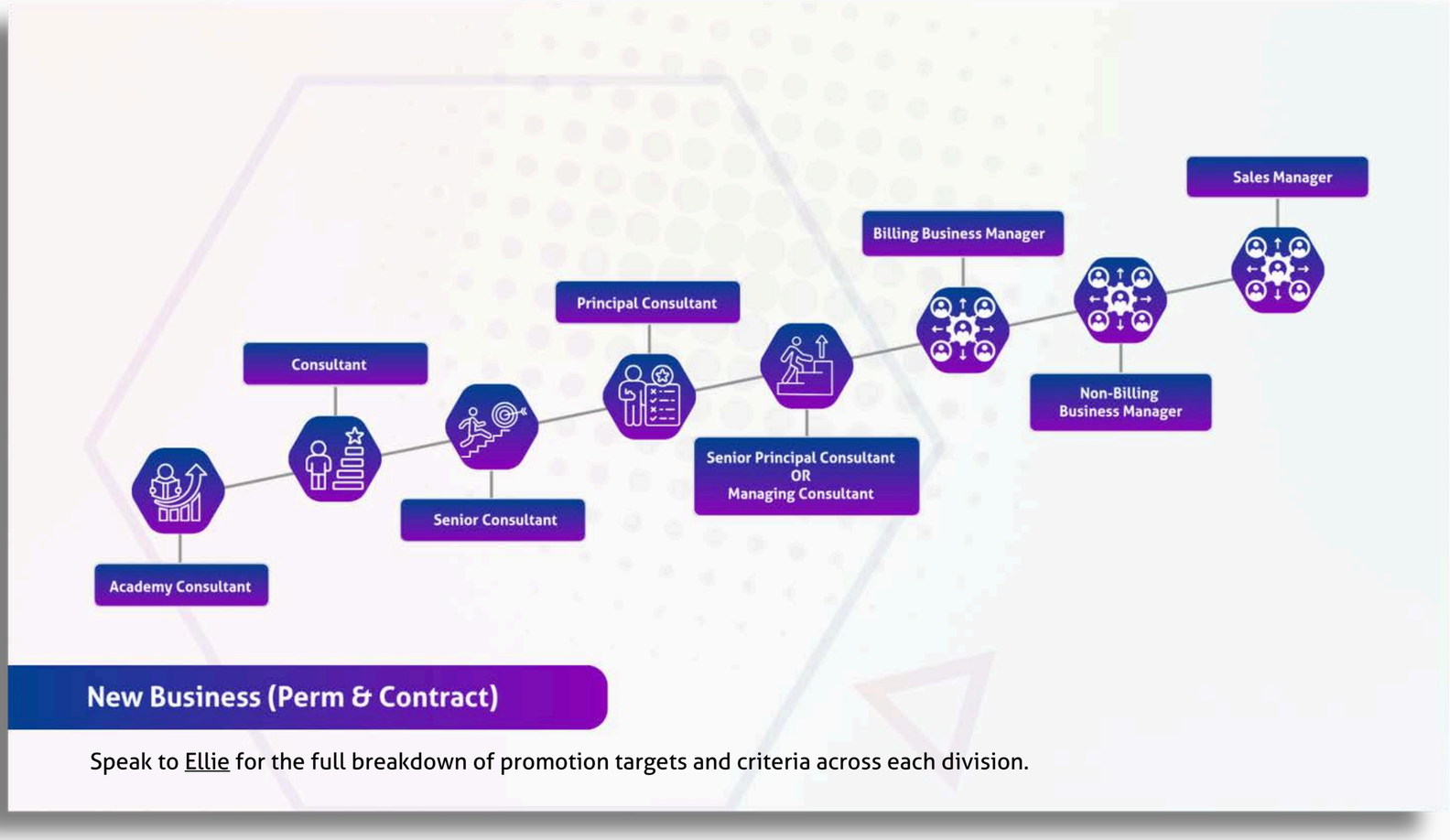
Committed

Motivation gets us started, but it’s being committed to the project that brings success in everything we do.

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Your career path at a glance

Your high performance roadmap from the academy to leadership.



Speak to Ellie for the full breakdown of promotion targets and criteria across each division.

Success Story

A consultant who joined us with no prior recruitment experience was promoted three times in two years, to Principal Consultant.

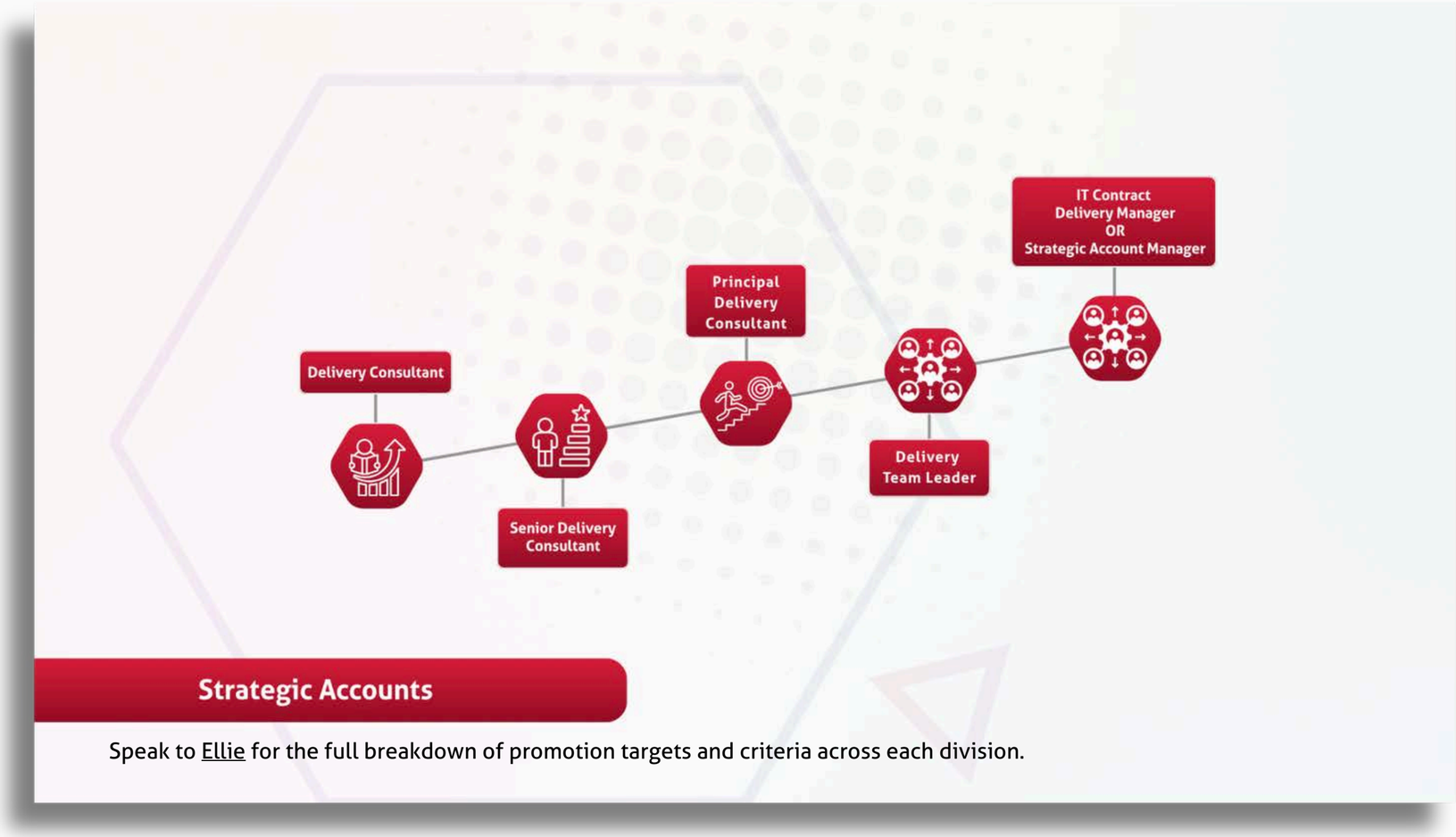
During that time they made 60+ placements, qualifying for several holiday incentives and multiple lunch clubs.

Tenure at Square One: 3.5 years

SQUARE ONE

Your career path at a glance

Your high performance roadmap from the academy to leadership.



Speak to Ellie for the full breakdown of promotion targets and criteria across each division.

Success Story

A consultant who joined us was promoted twice in two years, to Principal Consultant.

They joined the sales leadership team and maintained consistent billings for 18 months.

Tenure at Square One: 5 years

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The commission structure

Higher margins. Higher commission. No threshold.

Performance is rewarded directly and transparently. The more margin you generate, the more you earn.

Perm

Monthly GP	Commission
£0-4k	15%
£4k+	25%

Contract

Margin	Commission
15%	20%
16%	21%
17%	22%
18%	23%
19%	24%
20%	25%

Delivery

Perm	Contract
10% (50/50 split)	£400 per placement

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The company car scheme

Performance that gets you places.

Hit your billing targets over three consecutive months and unlock a company car contribution.
Choose between a lump sum towards a vehicle or a monthly cash allowance.

Level	Contract Billing Target	Perm Billing Target	Contribution
1	30k	60k	£12k | £300pm
2	60k	75k	£20k | £400pm
3	180k	120k	£35k | £500pm

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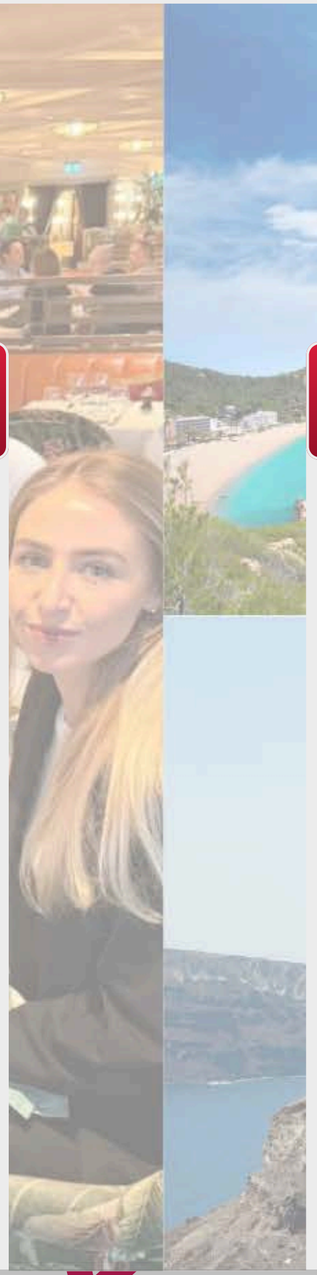
Your incentives

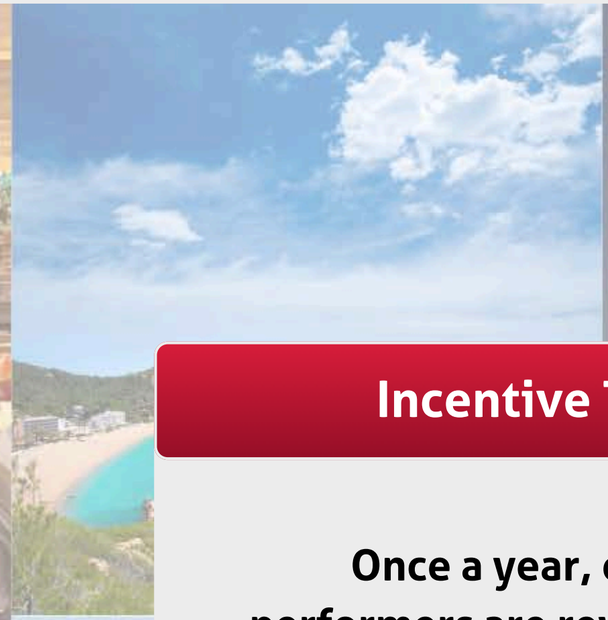
Your results get recognised.

Lunch Club

Top-performing consultants earn a place each month at an exclusive, all-expenses-paid lunch experience - a restaurant of their choice!

From standout dining at ROKA and Goodman to vibrant venues like Brigadiers and Ivy Asia, our past winners have celebrated success in style.

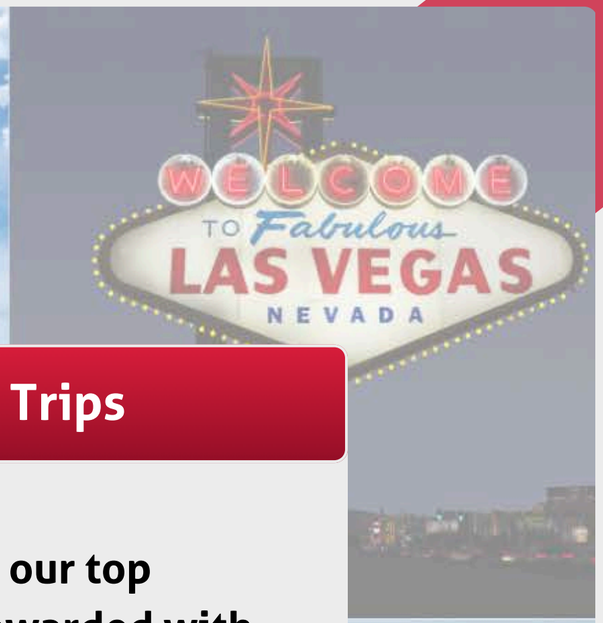


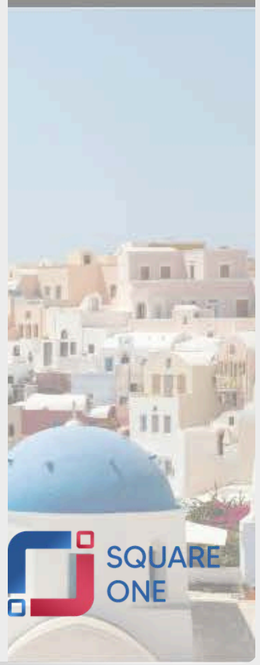


Incentive Trips

Once a year, our top performers are rewarded with an unforgettable trip to some of the world's most sought-after destinations.

From the energy of Las Vegas to the beaches of Ibiza, the nightlife of Mykonos, and the culture of New Orleans—this is how we reward hard work!





Your benefits

Built around the way you work.



Work from abroad

Enjoy up to two weeks working from abroad each year, without using a single day of annual leave. For those with family overseas, it’s meaningful time back and precious moments shared.



Hybrid working

Flexible WFH options are available, with a focus on what truly drives sustainable, high performance. We’re open to shaping a working pattern that works for you without compromising on results.



Gym membership

We cover your gym membership and give you the time to actually use it! No rushing through workouts to squeeze everything into a lunch break. Prefer something else? Take a monthly cash alternative instead.

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Your benefits

Built around the way you work.



Private Healthcare



Life Insurance



Annual Travel Insurance



Pension Scheme



EAP 24-Hour Assistance



Cycle-to-Work Scheme



Company Car Scheme



Length-of-Service Award



Birthday Day Off



Charity Days



Work Phone



Commission up to 25%

Our commitment to you

The infrastructure to perform from day one.



Client Base

30 years in the industry means an established network of client partnerships built on genuine long-term relationships. We invest continuously in growing and refining that network, so whether you're stepping into existing accounts or building new ones, the foundations are there.



Tools and Technology

We equip our consultants with the tools to perform at the highest level - investing in best-in-class systems and licences for both business development and delivery. From LinkedIn Recruiter and specialist job boards to a continually reviewed and optimised tech stack, everything is built to maximise efficiency.



Development

For experienced consultants, development means peer-led market knowledge sessions and direct access to senior people who've built strong desks in the same markets you're working in. Our dedicated Academy runs separately for trainees coming into the business, giving a solid foundation for new talent to grow.



Your Feedback is Heard

We actively listen from day one. We encourage employees to continuously share feedback, and for new joiners, specifically at 3 and 6 months. With direct access to decision-makers, every voice matters - and this allows us to turn feedback into real, visible action.

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Our initiatives

Actions over words.



Women in Recruitment (WiR)

Our Women in Recruitment group meets regularly, with a focus on attracting, developing, and retaining female talent. It feeds directly into how we make decisions on hiring and promotion.



Diversity Now

We actively challenge unconscious bias across how we hire, promote, and partner with candidates and clients - this initiative shapes our day-to-day decisions - helping us build a more inclusive, fair, and high-performing environment.



Corporate Social Responsibility (CSR)

We take corporate social responsibility seriously and we appoint new members to our dedicated CSR team every year to keep things fresh - the team organise fundraising activities to raise money for our chosen charity.

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What our people have to say

In their own words.

"I have only good comments to make about my time at Square One, from management teams, company owners through to the team I'm in. The commission structure is the best I've worked with!"

"Arguably one of the best companies I've worked for in my career. A business that genuinely listens and takes your career to new heights."

"The culture is fantastic, everyone is willing to help and no matter what level you are, your voice is heard."

"Full of motivated and driven people that are collaborative and supportive. They clearly set expectations, and you are highly rewarded if you meet and exceed them."



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Curious to find out more?

Let’s Talk!

Whether you’re an experienced consultant seeking a defined specialist market, strong infrastructure, and clear recognition for performance - or a trainee looking for the best possible start - this is a place to build and accelerate your career. Our team sets a high bar, and we’re always looking for people who want to be part of it!

SQUARE ONE **squareone.careers**

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