

GARETH NEWBERY

Talent Acquisition | People & Culture | EMEA
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United Kingdom · Available immediately

PROFESSIONAL PROFILE

Talent acquisition leader with significant experience across EMEA, still hands-on in the search. Made **280 hires in 12 months** at Fragomen, more than 85% through direct sourcing, and delivered **approximately £1m a year** in recruitment savings at Baker McKenzie London in a two-person recruitment team. Has led teams at Fragomen and Baker McKenzie, and before that ran and sold his own recruitment business.

Five years in People & Culture at Baker McKenzie, working with Managing Partners and Office Leaders across the region on partner promotions, the talent pipeline and culture in individual offices. Has worked with the Madrid and Barcelona offices on recruitment and training. Looking for a senior Talent Acquisition or People & Culture role (Head of Talent Acquisition, TA Lead or Senior Manager) in an international organisation, in the UK or remote across EMEA.

PROFESSIONAL EXPERIENCE

Professional Development & Hands-on AI Practice

April 2026 – Present

Active job search, alongside structured study in AI and change management.

- Builds automations in n8n and web applications in Lovable; one market research automation cut half a day's work to around 20 minutes.

Senior Manager, People & Culture | Baker McKenzie, London and EMEA

April 2021 – March 2026

Global law firm, 77 offices. Regional remit: 30+ EMEA offices and 5,000+ employees.

Business partner to Managing Partners and Office Leaders across EMEA, working with the Talent and Leadership & Learning teams, HR Business Partners and Reward.

- Stepped up as Acting Regional Director (2023–24, ~10 months), leading the regional team with full accountability for programme governance, annual planning and budget.
- Reviewed the business cases behind **20+ partner promotions** across EMEA and coached candidates on strengthening them; women rose from around **35–40% to around 60%** of the candidates reviewed.
- Worked with talent leads and Managing Partners on the talent pipeline: who was coming through, the support they needed, and action plans giving women on the path to partnership a sponsor and better access to clients.
- Designed inclusive hiring training for **350+ Partners, managers and recruiters**, selecting the provider by RFP: **100% completion**, Management Committee-approved, 80%+ more confident assessing candidates.
- Designed and led a four-year EMEA Mentoring Circles programme: **150–170 mentees** per cohort across gender, ethnicity, disability and LGBTQ+ strands, 80%+ satisfaction, with mentees going on to promotion.
- Worked with office leadership where culture issues surfaced, running leadership resets and challenging behaviour that damaged trust; those offices improved in successive culture reviews.
- Shaped a new EMEA policy letting lawyers count non-billable contribution towards bonus eligibility, rolling out its inclusion strand through **70+ office champions**, Managing Partners and practice groups.

Recruitment Manager | Baker McKenzie, London

March 2019 – March 2021

London office, 950+ employees. One of two Recruitment Managers, sharing responsibility for experienced-hire and volume recruitment across the practice groups and business services, with 12 to 22 live roles at a time.

- Ran direct headhunting and market mapping for senior and specialist hires, working with Pirical and LinkedIn Recruiter and cutting reliance on contingent agencies.
- With a fellow Recruitment Manager, tightened the existing direct-first approach, securing Management Committee sign-off for two weeks of direct sourcing on every London role before agencies.
- On joining, filled **25 new roles** for the newly created business development and marketing communications team in around three months, most of them sourced directly.
- Sat in weekly practice group sessions with the business manager, resourcing manager and HR business partner, aligning hiring demand, pipeline and capacity with each group's growth plans.
- Kept offer acceptance at around **95%**, with close attention to candidate experience, advising hiring managers on offers by seniority: salary, bonus and benefits.
- Extended the firm's CVmail ATS to several EMEA offices without a structured system, working with the vendor, and trained local recruiters on LinkedIn Recruiter and Boolean search.
- Mentored recruiters in the Madrid, Dubai and Brussels offices on a dotted line, and supported and developed the recruitment coordinators.
- Advised hiring managers on role design, hiring priorities and assessment, and pushed back constructively where they wanted to recruit outside agreed process.

Director & Talent Lead | Intrepid Teachers

April 2017 – April 2019

Boutique TEFL recruitment business placing teachers into China, Vietnam, Thailand and Saudi Arabia, run from the UK and Madrid.

- Acquired, rebranded and grew the business, running the P&L, commercial operations and client relationships through to its sale.
- Worked with client schools in China, Thailand and Vietnam, and designed and delivered an online TEFL training course to prepare candidates before placement.

Regional Talent Acquisition Manager, EMEA | Fragomen

January 2014 – March 2017

Global immigration services firm, 55+ offices. Joined via Korn Ferry's on-site RPO in London; hired directly in 2015. Built the EMEA talent acquisition function from scratch across nine offices in eight countries.

- Built and led the regional recruitment team: hired recruiters into the function, set their objectives, ran their reviews and coached them as the function scaled.
- Headhunted and hired Fragomen's first General Counsel for EMEA directly, outside the standard recruitment process: a senior specialist leadership hire.
- Directed rapid-scale hiring for the Sheffield office launch: **40+ offers in two weeks**, coordinating sourcing, assessment and onboarding at the same time.
- Defined and reported against hiring manager service levels: time-to-hire, cost-per-hire, shortlist turnaround and hiring manager satisfaction at 30 and 90 days.
- Deployed Workday Recruiting across EMEA: configuration, training and workflow governance for data integrity and reporting.

EARLIER CAREER

Talent Acquisition Partner, Mitie — 2012–2013. Approximately **£150k a year in agency savings**, with volume hiring in engineering and facilities management alongside office-based roles.

Resourcing Partner – Operations, Sodexo — 2010–2012. **85 percent direct hire rate**, approximately £200k in annual agency savings and an average of 13 hires a month.

Career break, Belize — 2009–2010. Voluntary work at a small charity running a children's home for around 30 children.

Managing Consultant, Search Consultancy — 2003–2009. Led a headhunting and executive search team billing **more than £200k** a year.

EDUCATION & PROFESSIONAL DEVELOPMENT

Prosci® Certified Change Practitioner — 2026

AI & Agentic Systems programme — IE University, Madrid, June 2026

Advanced AI Agents Programme — ivee, June 2026

Outskill AI Generalist programme — in progress, 2026

MBA — Manchester Metropolitan University · BA (Hons) Geography, 2:1 — University of Manchester

TOOLS, SYSTEMS & LANGUAGES

HR & recruitment: Workday Recruiting · SAP SuccessFactors · LinkedIn Recruiter · CVmail ATS · Microsoft 365 / Teams · Slack

AI & automation: Claude · ChatGPT · Google Gemini · Gemini Notebook · Grok · n8n · Lovable

Languages: English — native · Spanish — fluent