

The background of the slide is a silhouette of the London skyline at sunset. The sky is a gradient of orange and red. The silhouettes of the Houses of Parliament and Big Ben are prominent on the right side. The text is overlaid on the left side of the image.

MLC Central Government

Central departments, Arm's-length bodies, Regulators

2025

NAVIGATING A NEW CULTURAL ENVIRONMENT

There is an ever-growing pressure on government services. The long shadow of the pandemic, cost-of-living crisis, Ukraine war, green agenda, and ministerial pressures are just some of the challenges faced by the sector.

And then there's the challenge of recruiting and retaining talent. Government needs the best people to deliver ever more complex services against a landscape of constrained resources, from security clearances to less competitive salaries and slower hiring processes.

But we like to focus on the positives. With challenge comes opportunity – new departments, new skills, digital innovation, and a focus on cross-sector collaboration.



WHERE DOES MLC COME IN?

We recruit mid to senior-level professionals across a variety of interim roles, including finance, procurement, transformation, change and programme management.

From single, specialist appointments for solving niche problems to designing multi-disciplinary teams for complex programme discovery and delivery, we are the go-to for high-impact hires.

THE CHANGE COLLECTIVE

We are trailblazers for change. We design and deliver expert teams to drive transformation and change programmes. Our flexible project solutions package gives you access to teams of two to twenty pre-vetted associates to support strategic change initiatives or bring in niche and value-adding skills.

You tell us your brief, budget, timeframes. We deliver your change collective.

SPECIALISMS

Our Central Government team recruits mid-to-senior level professionals for interim, permanent and project roles:

PROCUREMENT

- Commercial Deputy Director
- Head of Commercial/Commercial Specialist
- Senior Category Manager
- Procurement Lead
- Contract Manager
- Procurement Business Partner

PROJECTS

- Programme Director/Manager
- Transformation Lead
- PMO Consultant
- Project Manager
- Business Manager
- Chief of Staff

FINANCE

- Finance Director
- Head of Finance
- Finance Business Partner
- Management Accountant
- Financial /Year-End Accountant
- Financial Analyst
- Project Accountant

WHY PARTNER WITH US?

OUR PROMISE TO CLIENTS

WE LISTEN

You want a recruitment partner who listens – we hear you.

We take the time to understand the challenges you face, your ambitions for growth, your organisational culture. With a full picture of your hiring needs, we don't just rely on existing candidate pools but build new networks of hand-picked talent.

WE CHALLENGE

You want honest, expert advice – we'll give it to you straight.

When partnering with us, we will challenge you to think differently, diversify, discover new approaches to hiring. We'll open up cross-industry opportunities, new connections and unique partnerships that you may never have explored before.

WE ARE YOUR STORYTELLERS

You want talent buy-in – we bring a career at your organisation to life.

To attract today's best talent, a stock job ad or person spec isn't going to cut it. Candidates need true, in-depth insight into your business – they want to know what makes your business tick, what you stand for, where you're headed, and how they fit in. So, let's tell them your story.

WE ARE COMMITTED

You want a recruitment partner who cares – we're in this for the long haul.

We build long-term relationships to nurture future talent and strengthen organisations. As a result, we choose lasting connections over short-term wins, every time. We don't just offer a quick fix, we don't just fill jobs. We find talent with impact and longevity.

WHY PARTNER WITH US?

OUR PROMISE TO CANDIDATES

WE KNOW YOUR INDUSTRY

And we know where it's headed. We know what skills are in demand. And we know where you'll be an asset. Your market moves fast – but we move faster.

WE BUILD CONNECTIONS

We've built trusted, long-standing relationships with clients in your industry. The result: you get access to roles you won't find on the open market.

WE'VE GOT YOUR BACK

We'll give open, honest feedback at every step of the recruitment process, getting you the information you need, when you need it. We'll always fight your corner – we're not afraid of tough conversations to get you what you want.

WE'RE IN IT FOR THE LONG HAUL

We're not in it for the numbers. For us, recruitment isn't about filling jobs. It's about building lasting relationships. You want to land the right role, so we'll keep looking until you do.

WE RECRUIT DIVERSE TALENT

We help organisations to attract and retain diverse hires. Our inclusive recruitment approach means you don't just get greater access to talent, fairer representation at interview stage, more informed hiring decisions – you get the best person for the job.

JOB ADVERTS AND SPECS

Inclusive job adverts attract diverse talent. We make sure all recruitment materials use gender-neutral language, are accessible to neurodiverse candidates, are free from alienating corporate jargon, and are inclusive to people from all races, ethnicities, faiths, ages, socio-economic backgrounds.

ANONYMOUS CVS

Anonymous recruiting combats bias. We anonymise candidate profiles to make sure people are assessed solely on their skills and experience, reducing the risk of conscious and unconscious bias. The result: fairer, smarter hiring.

CHALLENGING BIAS

We check our biases. Every MLC consultant is trained to challenge bias – this means not only recognising bias but actively calling it out. Through regularly reviewing our ED&I policy and conducting diversity monitoring we make sure every candidate is assessed on the value they bring.

OUR ED&I COMMITMENT

Everything we do is driven by our commitment to creating a more equitable and inclusive working world.

WE
CHAMPION
DIVERSITY OF
THOUGHT. WE
CELEBRATE
DIVERSE VOICES.

WE ROLE MODEL
INCLUSIVE
BEHAVIOURS.
WE CHALLENGE
BARRIERS TO
EQUALITY.

WE DON'T
KNOW IT ALL.
WE ARE ALWAYS
LEARNING
AND TRYING
TO BE BETTER,
DO BETTER.

WE ARE
CHANGING
THE FACE AND
REPUTATION
OF THE
RECRUITMENT
INDUSTRY.

MEET YOUR EXPERTS



CAMERON SWAYNE

Consultant, Central Government - Finance

Positioning himself as not just a recruiter but a strategist, Cameron offers valuable insight to candidates and clients within the Central Government finance space.

As a trusted advisor in the market, Cameron prides himself on his ability to build long-term, sustainable relationships where clients and candidates alike can turn to him to seek advice, support and the best solution to fulfil their recruitment needs or career aspirations.



STEPHANIE ROBINSON

Associate Partner, Central Government

Stephanie began her recruitment career in the Cabinet Office, primarily focusing on executive recruitment, and she has a strong track record of delivering multi-vacancy campaigns across large and complex public sector organisations.

She worked within the Government Recruitment Service and is fully aware of the high standards and expectations on quality of candidates, robustness of process and the importance of diversity and reaching out to a wide pool of candidates.

GET IN TOUCH

Every partnership starts with a conversation.



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