

SCALING WITHOUT LIMITS

HOW PARAGON EXPANDED ITS RECRUITMENT CAPABILITY WITH TALENTHUB



CHALLENGE

Paragon had reached a breaking point with scalability. Physical office space and UK hiring costs meant the business could no longer grow its team — even though demand was rising. Without a way to expand, they risked losing opportunities with existing clients and slowing their own momentum.

“Our challenge was scalability — we couldn’t grow a team here anymore. TalentHub fit perfectly and solved that overnight.”
— Kat, Paragon

APPROACH

TalentHub worked closely with Paragon’s leadership to understand not just their recruitment processes, but their culture and values.

Jo spent a full day on-site, listening to recruitment calls, learning how Paragon selects and supports candidates, and translating that into a blueprint for offshore hiring.

This wasn’t about volume; it was about finding the right people. TalentHub focused on recruiters with the right mindset, motivation, and purpose to reflect Paragon’s brand internationally.

SOLUTION

A dedicated team of South Africa-based recruiters was placed and managed collaboratively between Paragon’s UK leadership and Jo’s on-the-ground TalentHub team. Every recruiter was selected for attitude and fit, not just experience.

When performance issues arose, TalentHub handled them swiftly and professionally, reinforcing Paragon’s confidence in the model. The setup also fostered unexpected collaboration: working alongside recruiters for other TalentHub clients inspired new ideas and approaches.

“Jo’s way of handling things was really professional and as quick as it could be. Every issue was jumped on and resolved properly.”
— Kat, Paragon

RESULTS

- Seamless scalability: Paragon grew its recruitment capacity without expanding its UK footprint.
- Cultural alignment: Offshore team members matched Paragon’s tone, values, and work ethic from day one.
- Cost efficiency: Lower operational costs without sacrificing performance or accountability.
- Continuous innovation: Shared learning with other TalentHub recruiters sparked fresh thinking and improved delivery.
- Long-term confidence: Paragon now plans to make all future recruitment hires through TalentHub.

“Work ethic is definitely better in South Africa. People want to do the job, take feedback well, and genuinely care about doing it right.”
— Kat, Paragon

THE *impact*

TalentHub helped Paragon scale confidently, from the moment the partnership began. It redefined how they think about growth. By pairing deep cultural understanding with smart offshore delivery, Paragon unlocked new capacity, cut costs, and gained a team that truly embodies their values.

“When we need to recruit internal staff again, it will be in South Africa. We wouldn’t look anywhere else.”
— Kat, Paragon

