

Nomination: 8968

Mitchell Gilbey

Page: General Information

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

Name of Organization/Company

Vixio

Additional Contacts

I would also like to have others receive emails about the disposition of our entries.

Page: Entry Information

Entry Title

Mitchell Gilbey

Category

C01 - C20 Individual > C18 - Recruiting or Talent Acquisition Professional of the Year

Individual Submission Format

Written Answers

a. Briefly describe the nominated individual: history and past performance (up to 200 words). Required

Mitchell Gilbey joined Vixio in February 2024 as the company's first-ever Talent Acquisition Manager. With a strong foundation in recruitment, beginning in agency roles before transitioning in-house, Mitchell brought deep expertise and a proactive approach to modern hiring challenges.

Prior to Mitchell's arrival, Vixio had no internal recruitment capability. Hiring was handled exclusively through external agencies, Time-to-hire regularly exceeded three months, and a significant portion of new hires failed probation, indicating a mismatch in both capability and culture fit. Additionally, employer branding was non-existent, with no cohesive messaging or value proposition communicated to potential candidates. The expectation of bringing in a TA Manager is that we'd reduce our reliance on recruitment agencies by 50%, reduce our time to recruit to 6-8 weeks, and improve the quality of our hires.

Mitchell was brought on to build a function from scratch: to reduce recruitment costs, improve hiring speed and quality, and raise Vixio's profile as an employer of choice. In less than a year, Mitchell has delivered transformative change that has had a lasting commercial and cultural impact on the business.

b. Outline the nominee's achievements since the beginning of 2023 that you wish to bring to the judges' attention (up to 250 words). Required

In just 12 months, Mitchell has dramatically improved Vixio's talent acquisition landscape, far exceeding expectations and gaining a quick understanding of the business and roles to make a significant impact.

Key achievements:

Only 3 offer rejections

Mitchell solely built Vixio's first internal talent acquisition function: developing a comprehensive TA process, implementing a new applicant tracking system, and establishing KPIs to monitor performance. Time-to-hire dropped from 12+ weeks to an average of just 4 weeks.

Diversity has significantly improved, with landmark hires including Vixio's first female BDM and first two female account managers. Additionally, Mitchell spearheaded a complete revamp of the company's employer brand, updating the careers site with compelling content around values and benefits, and elevating Vixio's Glassdoor rating from 3.8 to 4.6 in under a year.

These changes have had far-reaching impact not just in hiring outcomes but also in how the market perceives Vixio as an employer. It also has allowed Vixio to move faster and meet aggressive growth targets, including the successful launch of a new product in April 2025. This also reduces the pressure on existing people as they aren't covering roles for long periods of time, which directly contributed to reduced employee turnover in 2024 ()

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The impact of Mitchell's work is both strategic and immediate. Unlike many companies of similar size in the fintech and regtech sectors—where hiring cycles often exceed two months and agency costs are the norm—Vixio now fills roles in half the time, at zero external cost, and with measurable improvements in retention and performance.

Mitchell's work is key to keeping top talent serving Vixio's clients, including renowned global brands like American Express, PayPal and Wise, who trust Vixio to monitor regulatory developments that affect their license obligations and identify new market and product opportunities. Keeping that top talent is core to Vixio's offering as behind every update is a human reviewing them.

By recruiting top-performing sales professionals faster, revenue growth was also positively impacted, while internal morale improved as existing staff were no longer stretched covering vacancies.

Perhaps most importantly, Vixio is now seen as an employer of choice. Candidates actively seek us out, referencing our improved reputation and Glassdoor reviews. In a competitive talent market, that brand equity is invaluable.

[REDACTED FOR PUBLICATION]

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No

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☒ I Agree