



# **EMPLOYEE ENGAGEMENT SURVEY**

**2026-2027**



We are an industry-leading team of aerospace, defence and space recruitment specialists dedicated to revolutionising the way talent is discovered and connected, operating internationally across a range of specialist sectors as part of the Revolution Group.

We've sparked new careers and helped ignite the trajectory of experienced consultants, creating endless opportunities for professionals seeking to shape the future of recruitment.

Highly recommended by our employees, we have been consistently rated one of the best recruitment agencies to work for in Wales. Our team live by our values, feeding into everything we do for clients, candidates and each other.

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Above all else, we're committed to our people.

You're our greatest asset; it's you that keeps our clients and candidates hungry for more. Our job is to create the best platform for you to shine, and we prioritise this in all areas of our business. Our single biggest investment as a business is inward.

If every person demands the highest standards of themselves, then we ensure your full potential is realised through our support and profits.

Investing your career in us means you have a vision. We know where we're going, and so will you. We're a transparent business, so we'll show you what it's like before you even get here. You'll make a difference, and we win when you're winning. It's a team sport.

Life at Meritus is something special.

**Dale Williams, CEO**



We recently sent out an anonymous survey to every employee within Meritus to give you a look inside. Here's what they had to say:

I know what is expected of me at work and my performance is measured against clearly explained metrics.

## 97%

strongly agree or agree.

When it comes to expectations and targets, transparency is important to us. Our monthly 1:1s ensure everyone has the support needed to succeed.

I have the resources and tools I need in order to perform well at my job.

## 98%

strongly agree or agree.

We invest in the best tech and training to help our consultants achieve their highest ambitions in a culture that embodies high standards.

I receive regular constructive feedback in my job.

## 91%

strongly agree or agree.

Our regular 1:1s, half-year and annual reviews ensure staff satisfaction and that everything is running as it should be.



My manager encourages my professional development.

## 90%

strongly agree or agree.

We know that working in a supportive environment goes hand-in-hand with job satisfaction.

If I have suggestions that can help the business achieve their goals then they are taken into account.

## 81%

strongly agree or agree.

Our suggestion form is accessible at all times via our SharePoint site, providing the opportunity to submit anonymous feedback.

The purpose of each Recolution Group brand is clearly defined and I feel my job counts towards achieving this.

## 93%

strongly agree or agree.

Each brand's purpose is communicated in our Recruiter Playbook, which is issued to every person when they are onboarded.

In the last year, I have had the opportunity to learn and grow at Meritus.

## 95%

strongly agree or agree.

Our learning culture ensures continuity for personal development. We give everyone all the support they need to be their best.

I feel engaged whilst working from home.

## 84%

strongly agree or agree.

Our hybrid model encourages a healthy work-life balance, allocating up to two work-from-home days per week.

I see myself developing my career long-term with Meritus.

## 91%

strongly agree or agree.

We're proud to have the best in the business work for us. Our people are able to carve out long-term careers with us via our promotion and leadership pathways.

The Revolution Group offers a comprehensive benefits package.

## 78%

strongly agree or agree.

Our benefits scheme offers £1000s in discounts, access to a health plan, your birthday off, our Christmas shut-down and more.



There are opportunities for me to socialise and build connections with colleagues outside of work.

## 76%

strongly agree or agree.

We run regular socials for everyone to enjoy some well-earned fun. We've done everything from go-karting to mountain yoga and cold plunges!

I am confident in my line manager's leadership capabilities.

# 98%

strongly agree or agree.

Our Leadership Charter is designed to select the right people for leadership. After all, great leaders succeed by building with others.

I would recommend Meritus to my friends as an employer.

# 98%


strongly agree or agree.

We know that the best people know the best people. Our internal referral scheme offers cash rewards for anyone who recommends someone to the Group.

# Join the team transforming talent.

[View our vacancies](#)

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