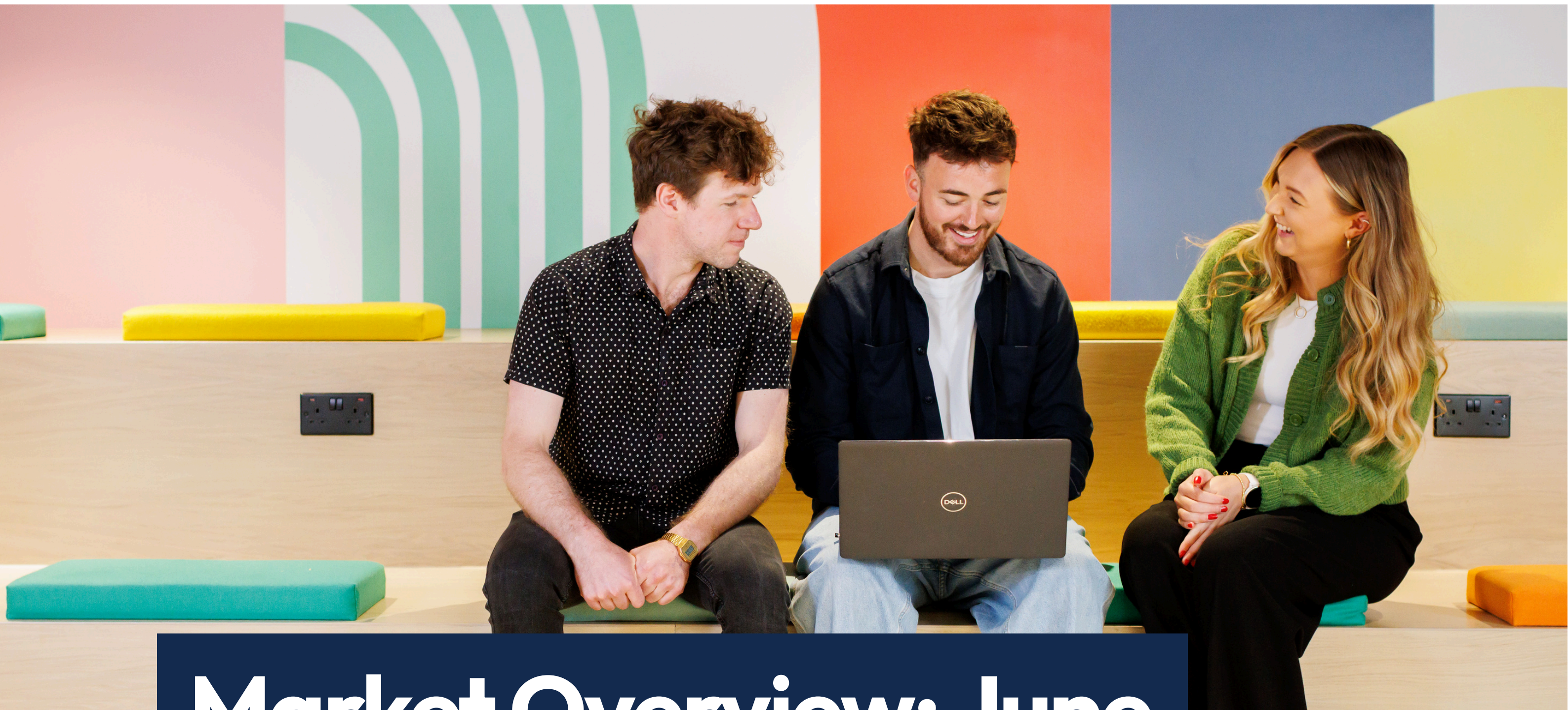
EDEN ROSE
June 2026

UK Wealth Newsletter



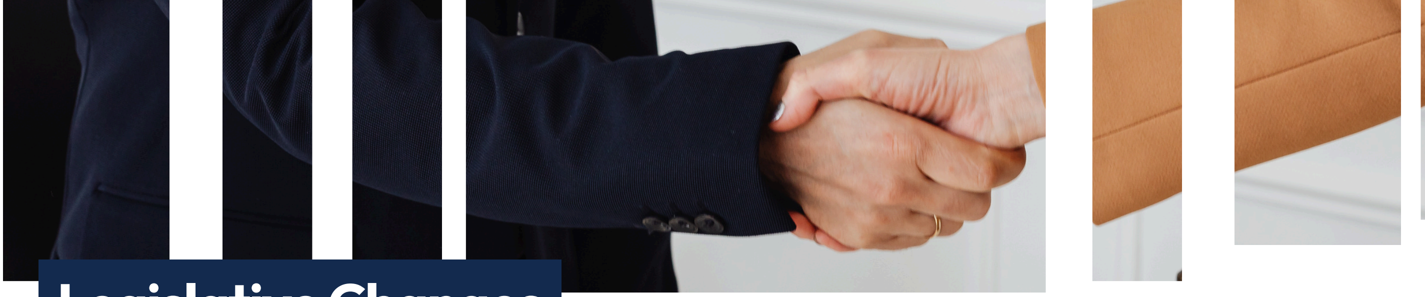
Market Overview: June

The first half of 2026 has demonstrated a resilient wealth recruitment market, with confidence continuing to build after what was a cautious start to the year.

Following a record end to the tax year in April, we experienced the seasonal slowdown that typically follows in May. What has been particularly encouraging, however, is how quickly activity rebounded throughout June. Candidate placements increased by 22% month-on-month, reflecting renewed confidence from both employers and candidates as firms continue to invest in growth.

While market conditions remain competitive, particularly when securing experienced professionals, we're seeing increasing momentum heading into the second half of the year. Demand remains strongest for technically skilled talent, and we're optimistic that this positive trend will continue as businesses begin preparing for their post-summer hiring plans.

Alex Russon - Divisional Director



Legislative Changes

Preparing for the Changing Employment Landscape

From January 2027, employees will gain the right to claim unfair dismissal after six months' continuous service rather than the current two-year qualifying period. Although these changes don't formally take effect until January 2027, they will apply to employees who join organisations from 1 July 2026 and remain employed when the legislation comes into force.

While we're not employment law specialists, changes like these inevitably influence how businesses think about recruitment, onboarding and employee development. Rather than viewing the legislation simply as a compliance exercise, we've used it as an opportunity to review our own people processes and ask an important question:

Does our probation process genuinely support both our business and our people?

Working alongside our HR team and business leaders, we've reviewed how we manage probation across the Group, focusing on creating a process that is consistent, supportive and commercially effective.

Four areas we've reviewed internally

1. Rethinking Probation
Although we previously operated a six-month probation period, we've introduced a standard three-month probation with the flexibility to extend where additional support or assessment is genuinely required. This encourages earlier conversations and clearer outcomes while still providing managers with appropriate flexibility.

2. Creating Greater Consistency
We've formalised our probation process through a dedicated policy, ensuring employees understand what is expected throughout their probation while providing managers with clear guidance and training to deliver the process consistently across the business.

3. Earlier Performance Conversations
With a shorter timeframe to assess performance, it's more important than ever to identify successes and challenges early. We've introduced structured monthly review points that encourage proactive conversations, allowing managers to recognise progress, provide support where needed and address concerns before they become larger issues.

4. Investing in Better Recruitment
Ultimately, the most effective probation process starts long before day one.

As qualifying periods shorten, making the right hiring decision becomes even more important. Technical capability remains essential, but cultural fit, career aspirations and long-term alignment have never been more valuable.

This is where a specialist recruitment partner can make a genuine difference. By understanding both our clients and our candidates beyond the CV, we're able to help businesses make informed hiring decisions that support long-term retention, not simply successful placements.

Our aim isn't to advise on employment law, but to share how we're adapting as a business and the conversations we're seeing across the wealth sector as employers prepare for future changes.

National Data

Wealth Recruitment Across the UK

Understanding where talent is located, and how candidate availability differs regionally, has never been more important.

Our latest market mapping highlights estimated candidate pools across the UK, helping employers understand where talent is concentrated and where competition for experienced professionals is likely to be strongest.

Recruitment Heat Map

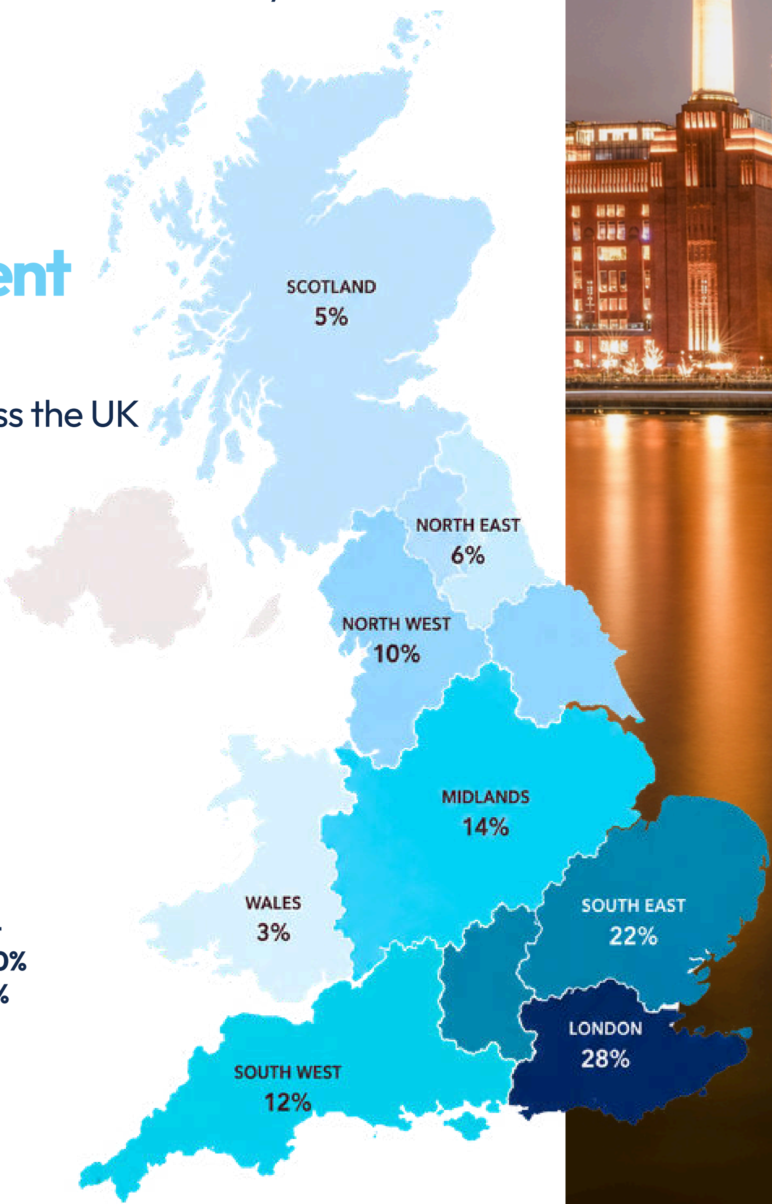
Placements across the UK
May 2025 - 2026

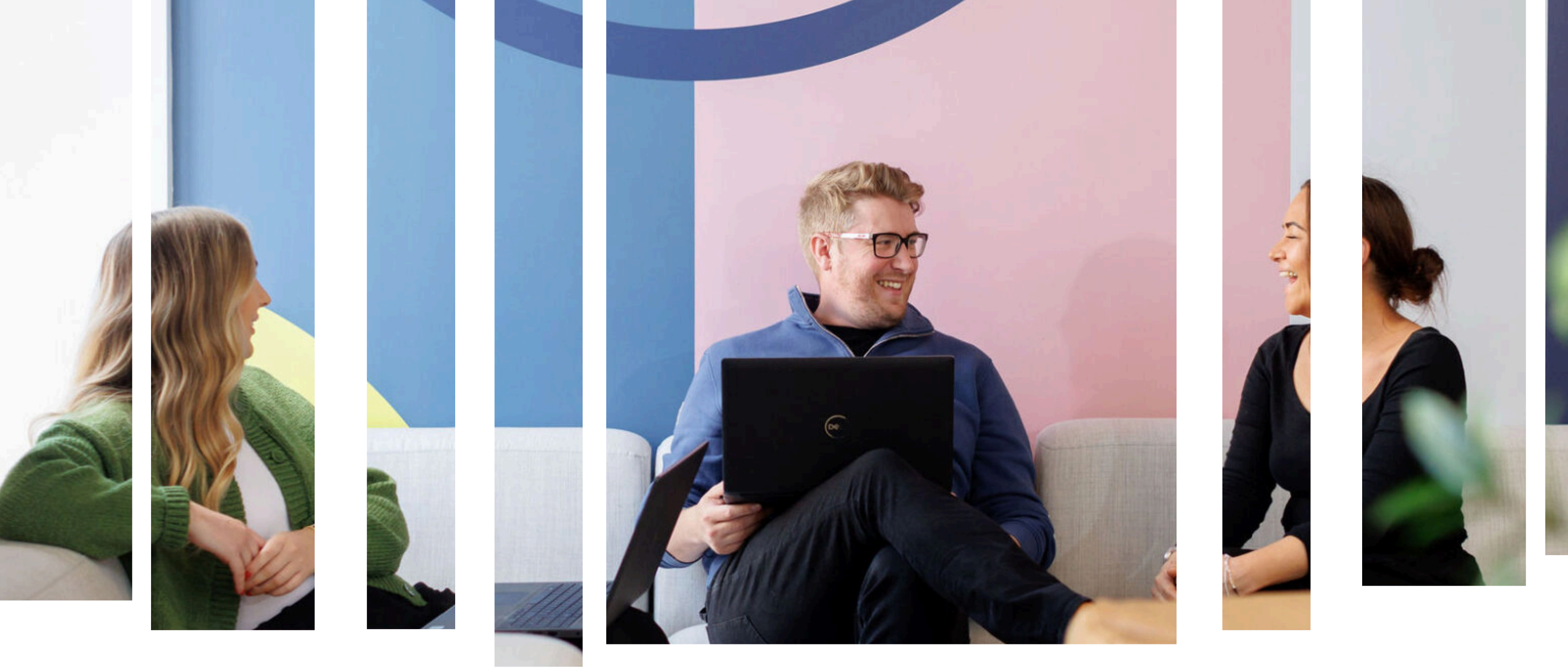
Placements by region
% of total

London	28%
South East	22%
South West	12%
Midlands	14%
North West	10%
North East	6%
Scotland	5%
Wales	3%

Activity Level
by % of placements

Very High	20%+
High	10-20%
Medium	5-10%
Low	2-5%
Very Low	<2%





Eden Rose Data

Our Monthly Highlights

June was another positive month for the team, reflecting the continued momentum we're seeing across the market.

22%

increase in candidate placements compared to May 2026

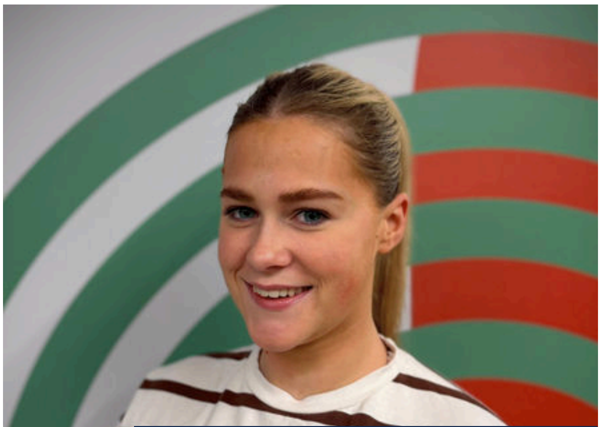
109%

increase in billings in June compared to the same period last year

21%

increase in new client partnerships, month-on-month

Jake McNally was our **top biller** for June



Ameliah Yarwood was the 2nd top biller this month, and billed **197% over her target**

Consultant Corner

Our Opinions on the Market

Lewis Chambers:
Confidence is building.
We finished June 22% ahead of May, which reflects the increased activity we've been seeing across the market. It feels like businesses are regaining confidence, and everything we're seeing suggests that momentum will continue into July and throughout the second half of the year.

Jake McNally:
Technical expertise is driving demand.
After a relatively cautious start to the year, activity accelerated around the end of the tax year and has continued to strengthen since, something that's been a welcome surprise in the current market.

We're seeing particular demand for experienced administrators and highly technical Chartered Paraplanners, with many firms finding these positions especially difficult to fill.

Looking ahead, I expect demand for candidates with advanced technical expertise and Chartered qualifications to remain strong. With an ageing adviser population, I also anticipate more firms investing in trainee and junior adviser recruitment to strengthen their future talent pipelines.

Cole Telford:
Quality candidates remain highly competitive.
Compared to this time last year, the market definitely feels busier, particularly for experienced Paraplanners and Financial Advisers. While there are more opportunities available, that doesn't necessarily mean hiring has become easier.

Candidates continue to be selective, with career development, flexibility and company culture often carrying just as much weight as salary. At the same time, employers are becoming increasingly specific about the experience they're looking for.

The strongest candidates are still being proactively headhunted and frequently progress through multiple interview processes simultaneously, making speed, communication and a well-managed recruitment process more important than ever.

As we move through the second half of the year, I expect activity to remain consistent outside the usual seasonal peaks. Businesses that move efficiently and clearly communicate their employee proposition will continue to have a competitive advantage

Lucy Warman:
Experience is taking priority.
One noticeable shift compared to last year is the reduction in graduate and entry-level hiring. With increases in National Insurance and the National Minimum Wage, many employers appear to be prioritising experienced hires who can add value from day one.

As a result, most of my conversations with clients are now centred around recruiting established professionals rather than building graduate talent pipelines.

Eden Rose UK

Eden Rose is a boutique legal, wealth and technology services talent agency, committed to putting people at the heart of everything we do. From our Bristol and London offices, our specialist teams support organisations and professionals across the UK, combining deep sector expertise with a truly international outlook.

Focused, relationship-led and globally connected, we help our clients and candidates build for the future with confidence.

Want to know more?

Get in touch with us via the contact details below, and one of our team will be in touch to discuss how we can assist you with your goals.

Phone/
0345 375 1747

Email/
emailus@weareedenrose.co.uk

Website/
weareedenrose.co.uk

Address/
Castlemead
Lower Castle Street
Bristol
BS1 3AG