

Talent Acquisition Specialist (Corporate Recruiter)

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Company: Mars

Location: Oud-Beijerland

Category: other-general

Job Description

The Talent Acquisition Specialist will play an integral part in providing one Mars Talent Acquisition services including cross-segment recruitment expertise on all aspects of the hiring process for experienced hires in a fast paced and highly competitive market. This role will operate in a cross-country team (The Netherlands, Belgium & France). A key focus will be on building pipeline of potential candidates that align with Mars business needs and Five Principles and ensuring all candidates receive the best-in-class experience. The Talent Acquisition Specialist will manage full life-cycle recruiting for Mars business. For the assigned functions/areas, the Talent Acquisition Specialist is responsible for ensuring that Mars attracts and selects high-performing, high potential associates who will drive the business forward. Full life-cycle recruiting includes consulting with hiring managers to determine critical capabilities, designing the staffing strategy, sourcing and pre-screening candidates and facilitating debrief meetings to ensure the highest quality candidates are hired. The Talent Acquisition Specialist will also work on projects to improve upon or implement core talent acquisition processes and tools. **What are we looking for?**

First experience in recruitment, in a Corporate or Agency environment, or a relevant experience in HR function externally

Experience with the full life-cycle recruiting process in a complex and fast paced environment

Good understanding of the traits, skills, and qualities required of prospective candidates

(whether internal or external) for positions across levels and demonstrated track record of successful placements

Demonstrate ability to size up talent - solid understanding of different interviewing techniques and assessment methods

Ability to serve geographically distributed hiring managers while consistently deliver profession customer service

Ability to interpret global process, practice local operational policies, address issues, troubleshoot for resolution and escalate issues to appropriate parties as needed

Strong written, oral and listening communication skills

Ability to handle and maintain confidential and sensitive information

Strong interpersonal skills

Fluency in Dutch, English is a must.

What will be your key responsibilities?

Work closely with Talent Acquisition Manager in developing staffing strategies based on labor market and competitive analysis, bench marking and survey data

Work closely with hiring managers to determine core capabilities/experiences for success in the roles within their scope, create a strategy for filling these roles and work with hiring managers in attracting the diverse candidates with the right skills and capabilities to ensure Mars short and long-term business objectives and support Mars signature culture.

Manage the recruiting process from job posting through the final stages (inclusive of offer recommendation and creation, negotiation, closing and onboarding).

Serve as a Mars ambassadors, guardian of caliber, culture fit, diversity and candidate experience through the recruitment process.

Leverage knowledge of best practice and capabilities of internal and external recruiters to manage the acquisition of diverse talent.

Provide ongoing reporting regarding status of current open roles to HR team and functional hiring

managers, leaders.

Continuously build an external talent pipeline; proactively source for high-quality candidates and maintain relationships with talent for future opportunities, create and nurture relationships with external agencies/sources of talent, develop creative and alternative external sources of talent and keep on leading edge of external recruitment best practices.

What can you expect from Mars?

Work with over 130,000 diverse and talented Associates, all guided by the Five Principles.

Join a purpose driven company, where we're striving to build the world we want tomorrow, today.

Best-in-class learning and development support from day one, including access to our in-house Mars University.

An industry competitive salary and benefits package, including company bonus.

Mars is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law. If you need assistance or an accommodation during the application process because of a disability, it is available upon request. The company is pleased to provide such assistance, and no applicant will be penalized as a result of such a request.

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