

Senior Executive Recruiter

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Company: Mars

Location: United Kingdom

Category: business-and-financial-operations

Job Description

The Executive Search team at Mars was established in 2021 and is going from strength. Due to both increased demand and the support from the business, we are now expanding the team with functional expertise. The Mars Executive Search team are responsible for identifying, qualifying and assessing executive talent for our most senior executive positions across Mars Inc, including confectionary, pet care, food, innovation and Mars Global Services. The senior executive recruiter is responsible for the full lifecycle of an executive search process from the initial intake, through to a successful hire being made. These assignments will be delivered across the globe, partnering with business & P&O leaders to inform and educate on critical hiring decisions. The team is functionally aligned, and we're looking for a curious, engaging and experienced executive search recruiter to support the Digital, Data & Technology areas of the organisation. **Key Responsibilities:**

Identify, engage, assess and present executive level talent for specific search assignments and speculative opportunities across Mars Inc,

To build pipeline of highly qualified and interested candidates by (pro) actively approaching and recruiting top level talent from a range of sectors and specialties,

Work with the executive search research team to develop market maps, identifying industries, sectors and individuals who have the cross-industry skills and capabilities to be successful,

Reach out to targeted individuals to educate and articulate the company values, drivers and opportunities that exist within the Mars Inc ecosystem,

Develop an effective and compelling presentation of the role that is to be shared with the market and prospective candidates,

Help manage all related administrative duties related to the search process including status reports, candidate assessments and timely feedback to both the candidates and business.

Key Relationships:

Global Executive Search Director and Executive Search colleagues,

P&O Leadership teams and their direct reports,

Business Leaders ranging from Presidents, Regional Presidents to Functional Global leadership

Rewards team to validate executive compensation, relocation and visa processing,

Talent team regarding 'next best move' and succession planning.

Knowledge, Skills and Abilities:

7-plus years of hiring leadership talent within the fields of digital, data or technology,

Experience of guiding executive leaders through challenging, global search processes with an emphasis on securing talent from different industries to their own,

Strong interpersonal, relationship building and client management skills, acting as a 'critical friend' to shape hiring decisions with a view on 'best next step' after their first role with Mars,

Adept at challenging the status quo when it comes to skills & capabilities verses sector & industry,

Curious, challenging, adaptable and passionate about the work you deliver, helping Mars continue on our journey to be a more inclusive organisation,

Ability to work in a fast-paced environment and deal with change and ambiguity,

Experience in recruiting senior candidates into corporate organisations which could be from an inhouse role or executive-level search partner,

An interest / passion / desire to learn the history and complexity of one of the world's most successful, privately held companies.

Requisite Education and Experience / Minimum Qualifications:

A credible history of recruiting experiences, working specifically with leadership talent,

Experience from either an in-house search team (from any industry) or from the delivery of retained executive search in an agency,

Proven track record in delivering a high-quality pipeline of candidates under very tight timelines,

Strong project management skills; capable of developing and executing upon thoughtful project/recruiting strategies and adapting those as required,

A truly engaging and passionate recruiter with the ability to establish rapport quickly, engage challenging executives and develop trusted relationships,

Competence working both individually and as a team member, supporting and challenging the team to do better,

Excellent written and verbal communication skills, whereby fluency in English is a must.

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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