

United Kingdom Jobs Expertini®

Talent Acquisition Manager - N.Europe

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Company: Sedgwick

Location: United Kingdom

Category: other-general

Taking care of people is at the heart of everything we do, and we start by taking care of you, our valued colleague. A career at Sedgwick means experiencing our culture of caring. It means having flexibility and time for all the things that are important to you. It's an opportunity to do something meaningful, each and every day. It's having support for your mental, physical, financial and professional needs. It means sharpening your skills and growing your career. And it means working in an environment that celebrates diversity and is fair and inclusive.

A career at Sedgwick is where passion meets purpose to make a positive impact on the world through the people and organizations we serve. If you are someone who is driven to make a difference, who enjoys a challenge and above all, if you're someone who cares, there's a place for you here. Join us and contribute to Sedgwick being a great place to work.

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Talent Acquisition Manager - N.Europe

Overview

We have an opportunity to appoint a new Talent Acquisition Manager to lead our Northern Europe hub. This exciting role will be accountable for all recruitment across Netherlands, Nordics, Belgium, and Germany. The ideal candidate will be multi-lingual in English and Dutch and have experience of leading a multi-country recruitment function in a fast pace, professional

services environment. The role will entail:

To partner with senior leaders to develop and lead the Talent Acquisition (TA) function across a defined multi-county region / hub. The TA Leader will hold responsibility for the provision of a quality, customer focused and proactive end to end recruitment operation. The incumbent will be accountable for integrating and utilising all group TA systems and platforms and drive a proactive, consultative TA capability whilst managing all internal and external third-party relationships. The role requires an individual with the ability to resource talent up to a senior executive level, have extensive stakeholder management capability, a high level of commerciality that will enable effective assessment of fee earning appointments and the proven ability to manage and lead a volume hire recruitment operation across multi-county and diverse business lines.

Working at Sedgwick

Our Company is a place where creative and caring people of all backgrounds come together, grow as individuals, and feel a higher purpose in the unique value they bring and the difference they make in the lives of others. We celebrate our differences; cultivating uniqueness and belonging allows us to connect with our customers on a personal level, understand our clients' needs, support the communities in which we operate, and perform at our best.

We're passionate and understanding about our colleagues – so we have built flexibility into our colleague working model. If you wish to work from home, split your working time between the home and office or change your hours so you can collect your children or care for someone in your family, we're supportive of that. As a flexible employer, we're happy to discuss options that take into consideration your personal needs for this position during your interview.

Key Responsibility

To hold overall responsibility for the complete recruitment lifecycle for all recruitment needs across Sedgwick's various counties and business lines as required, with a team of Talent Acquisition Partner.

To develop a team of TA Partners to deliver to the high standards and to the needs of the business.

To proactively influence recruitment policy and procedures, ensuring recruitment is a strategic activity for Sedgwick by partnering with business leaders on all hiring needs.

Talent pipeline against the strategic workforce and growth plans of the business to provide quick, qualitative talent sourcing capabilities.

Implement, monitor and review all related recruitment policies and procedures to ensure they remain compliant with employment legislation, group compliance and ensures best practice.

Collaborate and embed the regional TA operations within the overall talent acquisition centre of expertise, leveraging of group tools and initiatives that will help drive a high performing TA output.

Identify and work with key stakeholders within Sedgwick to continually develop and improve the recruitment processes and go to market strategy – establish the TA function as the go-to experts.

Collaborate with group marketing to develop a 'go to market' employment value proposition (EVP) across various countries and/or business lines.

To actively reduce the reliance of 3rd party agencies, consulting and advising all stakeholders and hiring managers on alternative recruitment channels and methodology available.

To drive direct sourcing by leveraging off direct sourcing channels, referrals, market intelligence, headhunting techniques and market relationships that all contribute to driving direct resourcing and great candidate experiences.

Implementations and oversight management of Sedgwick's global ATS

Implementation and collaborate with Shared Services on the management of Sedgwick's global pre-employment screening partner.

Consult and manage best outcomes within the business to drive our group DE&I focus in hiring a diverse workforce.

Introduce market intelligence, benchmarking and competitor analysis capability for the business in order to make informed, commercial decisions on our strategic workforce plans and hiring talent.

To work with schools, colleges, universities and institutes to build a partnership approach to

recruitment with a focus on early career hiring initiatives.

To facilitate the development of our interview & assessment capability across the organisation by coaching, training and guiding hiring managers and colleagues on the candidate assessment and candidate experience.

Track, collate and report on all recruitment performance indicators (Management Information) such as fee savings, time to hire, cost per hire, revenue gain, diversity etc.

Analysis data/MI into creating insightful and informed narrative and reports that will enable effective strategic and tactical decision making.

Manage, develop & drive an effective international referral programme.

Manage, develop and drive an effective strategy and use of job boards and sourcing platforms such as LinkedIn in order to drive a unique, multi-channelled and attractive direct candidate sourcing capability.

Explore, develop and implement new GenAI initiatives that will help improve and govern the recruitment activity across the regions.

Lead & manage the various TA projects and programs introduced by the group that will ensure effective implementation and running of the TA operations across the region / hub.

Design and develop volume hiring and quick-to-hire recruitment programs that will enable the business to react, sell and deliver for our clients needs.

Other Duties

Perform other duties related to the function required by the senior management team.

Other duties are an essential part of the role and require the same level of skills, knowledge, and accountability as the main duties.

Qualifications

Ideally bachelor's degree in a related field such as Human Resources or business-related subject

Ideally holding an HR qualification (i.e. CIPD or equivalent).

Additional industry qualifications in a related field an advantage

Skills & Knowledge

Exceptional communication, interpersonal and influencing skills to communicate effectively with various stakeholders, such as senior leaders, external partners and the talent markets.

Strong leadership and influencing skills to inspire and motivate others to embrace change and achieve desired outcomes. This includes coaching, mentoring, advising on all TA related matters. Having previous experience in a global matrix organisation is ideal but not necessary.

Coordinating and collaborating with cross-functional teams, managing multiple tasks and priorities, and ensuring quality within highly professional TA offering

Experience and ability to operate in a matrix reporting environment as part of a Centre of Expertise

Knowledge and expertise of Workday highly desirable

Knowledge & expertise of platforms such as LinkedIn and other sourcing channels highly desirable

Strong oral and written communication, including presentation skills.

Excellent English and ideally another European language (Dutch, German or Nordics)

Excellent PC skills, including Microsoft Office products, Adobe Acrobat and internet research.

Exceptional Excel skills

#li-remote

Sedgwick is an Equal Opportunity Employer.

The statements contained in this document are intended to describe the general nature and level of work being performed by a colleague assigned to this description. They are not intended to constitute a comprehensive list of functions, duties, or local variances. Sedgwick retains the discretion to add or to change the duties of the position at any time.

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