

United Kingdom Jobs Expertini®

Talent Acquisition Partner

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Company: Publicis Groupe

Location: London

Category: business-and-financial-operations

Job Description

We're hiring a Talent Acquisition Partner for Publicis Groupe to help us source the best talent for 3 areas of the Groupe with global remit.

Our Talent Acquisition Partner responsibilities include using the optimal blend of channels to look for potential candidates, contacting passive candidates and building talent pipelines for active and future hiring needs. Our strong commitment to an open and inclusive workplace means that you strive to identify, engage, and build talent pipelines that include underrepresented populations for all roles.

You will work closely with the Head of Talent Acquisition, Global to identify, engage and assess talent for the hiring managers you're supporting. You'll be naturally inquisitive with a problem-solving mindset to help with the most challenging hires to ensure we deliver.

Our most successful Talent Acquisition Partners are innovative thinkers, driven to learn new techniques, collaborative colleagues and passionate champions of understanding the talent market.

Responsibilities

Partner with the Head of Talent Acquisition, Global in the delivery of identifying best in class talent to the business

Attend hiring manager briefing calls to understand the needs and requirements of the teams

Partner with the hiring managers in the agencies and have regular interaction with them to create the best possible candidate experience

Screen candidates on MS Teams and on the phone to understand their skillset and passion/drive for the role

Use the appropriate channels and methods for sourcing/mapping candidates based on business needs

Use relevant / modern techniques for candidate outreach to engage the best-in-class people for our business

Assess candidates thoroughly against brief and selling the opportunity based on their needs, this will enable you to add valuable insight to each candidate submitted to the hiring manager

Manage a portfolio of candidates by remaining in close contact with individuals actively and passively seeking a new position

Increase candidate base through referrals

Build up comprehensive knowledge and intelligence of where the best talent in market could be found, through competitor, market analysis and relevant event attendance

Be comfortable using data and insights to enhance market knowledge

Build and manage relevant talent pools / pipelines based on business needs

Develop strong internal relationships, as well as longer terms candidate associations through strong written and verbal communication

Qualifications

Recruitment or sourcing experience, ideally from a similar, fast paced creative industry, or the wider media sphere (client side, agency, media owner)

Ability to quickly understand longer-term hiring needs and immediate job briefs

Able to juggle many plates, at pace and with accuracy, within a complex matrixed environment

Hands-on experience with sourcing techniques (e.g. recruiting on social platforms and crafting Boolean search strings)

Familiarity with HR databases, Applicant Tracking Systems (ATSs), and Candidate Management Systems (CMSs)

Eager to show your sourcing ability when let loose on an open role and ability to deliver a direct sourcing model

A problem-solving mind set with a desire to support the development of new recruiting and selection techniques

Track record of building positive, strong working business relationships

An enthusiastic team player contributing to a positive work environment

Comfortable with interpreting data and insights, to influence candidates and stakeholders

Drive and flexibility for working in an ever-changing environment

Comfortable with ambiguity, and able to contribute to an environment of stability in an ever-changing landscape

Solid interpersonal, influencing, and communication skills (written and verbal)

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