

Talent Acquisition Partner

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Company: The National College

Location: Sheffield

Category: business-and-financial-operations

Join the fastest growing and most innovative Edtech company in the world! The National College is a PE backed market-leading provider of professional development and software tools. We support over 45,000 schools worldwide to ensure compliance and drive up standards. Our cutting-edge platform has revolutionised online training and now boasts the world's largest professional development library for educators.

We are looking for a passionate in house Talent Acquisition Partner with a proven track record of sourcing great people. As our In-House Talent Acquisition Partner, you will play a crucial role in driving our company's growth by attracting top-tier talent to join our dynamic team. You will be responsible for sourcing, screening, and recruiting highly skilled professionals across various roles. Your expertise in headhunting and including tech hires will be essential in identifying and engaging with candidates who possess the right blend of skills, experience, and cultural fit to contribute to our success.

Requirements

Demonstrable experience as an in house Talent Acquisition Partner with Tech experience.

Strong understanding of employer branding and the ability to articulate and promote the company's employee value proposition.

Experience of building inclusivity in campaigns and demonstrating best practices.

Excellent communication and interpersonal skills, with the ability to build rapport and establish trust with candidates, hiring leaders and agencies.

Proven experience in headhunting and sourcing hard-to-find talent.

Exceptional organizational skills and attention to detail, with the ability to manage multiple priorities and deadlines effectively.

Demonstrated ability to work flexibly and collaboratively in a fast-paced, team-oriented environment.

Familiarity with applicant tracking systems (ATS) and other recruitment software.

A passion for talent acquisition and a drive to deliver exceptional results.

Responsibilities

Strategic Talent Acquisition: Collaborate with hiring managers and senior leadership to understand current and future talent needs, develop recruitment strategies, and create job descriptions tailored to attract top talent and align with business goals

Candidate Sourcing and Screening: Utilise a variety of sourcing techniques, including direct sourcing, head hunting, social media, networking, and referrals, to identify and engage passive and active candidates. Conduct thorough screenings and assessments to evaluate candidates' qualifications, skills, and cultural fit with a bias to direct hiring at pace.

Tech Hiring Expertise: Leverage your knowledge and experience in tech hiring to effectively recruit candidates for software development, engineering, data science, IT, and other technical roles. Stay updated on industry trends, technologies, and best practices to ensure a competitive edge in attracting tech talent.

Headhunting and Talent Pipelining: Proactively identify and approach high-potential candidates through targeted headhunting efforts and talent pipelining initiatives. Build and maintain relationships with passive candidates to create a robust talent pipeline for future hiring needs.

Candidate Experience: Provide an exceptional candidate experience throughout the recruitment process, from initial contact to onboarding, ensuring a positive and seamless experience for all candidates. Serve as a brand ambassador, representing our company culture, values, and opportunities to prospective candidates be they external or internal.

Collaboration and Communication Foster strong partnerships with hiring managers, cross-functional teams, and external recruitment partners to effectively align recruitment efforts with business objectives. Provide regular updates and reports on recruitment metrics, progress, and challenges to stakeholders.

Continuous Improvement: Identify opportunities for process optimization, automation, and enhancement of recruitment practices to streamline workflows, improve efficiency, and elevate the overall recruitment experience for candidates and hiring teams using data to support positive change.

Benefits

- Salary range £40,000-£55,000
- Opportunity from home / office hybrid working at our Sheffield HQ
- 25 days holiday rising to 30 days and an opportunity to buy or sell up to 5 additional days
- Pension scheme
- Employee Assistance Scheme including 24/7 GP access, Mental Health Support, Fitness, Nutrition & wellbeing support
- Life assurance scheme
- Brand new city center offices with healthy snacks, excellent free coffee and bike store with shower/changing facilities
- Company and team socials
- Dedicated company engagement team run for by our colleagues

Who are The National College

The National College are a fast growing and innovative EdTech scaleup headquartered in Sheffield. We are a market-leading and multi-award-winning provider of professional development and software tools that support over 45,000 schools worldwide to ensure compliance and drive up standards. Our cutting-edge platform has revolutionised online training and now boasts the world's largest professional development library for educators!

Over the last 5 years The National College has experienced rapid growth through digital innovation in the EdTech sector and launches new content products each month created through our in-house content teams and network of industry and education experts.

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