

Genus PLC has an exciting opportunity. We are looking for a Talent Acquisition Specialist; someone who is passionate about recruiting, agriculture and making a difference. The position is in our DeForest, WI office and remote work is an option. The Talent Acquisition Specialist has primary accountability for partnering with HR Business Partners and hiring leaders to achieve agreed Talent Acquisition objectives, through ownership of the full-cycle recruitment for assigned client groups. This visible Talent Acquisition professional will have accountability for profiling, sourcing, screening and interviewing candidates up to Director level, hiring decision participation and offer management through strategic partnerships. You must have strong organizational skills, excellent communication skills, both verbal and written, and able to influence, guide and direct in a professional manner.

**You will:**

- Meet with local HR Business Partners regularly to have a full-scale understanding of hiring needs and available positions within their assigned client groups.
- Consult with leaders, hiring managers, and local HR Business Partners on position descriptions, requisition creation, compensation, and sourcing strategies
- Conduct candidate sourcing directly via social media and other internal and external tools (i.e.: LinkedIn, Employee Referral Program, Networking, Job Boards, Internal ATS system)
- Review resumes, applications and profiles against job requirements and create a shortlist for interview or review by a hiring leader, meeting all Service Level Agreement targets.
- Conduct initial phone screen / e-screens and participate in formal interviews for assigned client group(s)
- Create and manage a positive candidate experience throughout the selection and assessment process
- Develop, negotiate and deliver offers to internal and external candidates in partnership with HR and Hiring Manager through both knowledge of the external market and internal Reward Systems
- Facilitate pre-interview and post interview meetings with hiring team, guiding them to select "right-fit" candidates.
- Build strong relationships with hiring managers and other key stakeholders within assigned client groups with regular 1:1 meetings.
- Help managers reconcile differences between ideal and practical staffing needs, and prioritize requirements based on business need
- Work closely with management on all diversity initiatives involving recruitment to ensure fairness in hiring practices
- Highly collaborative, truly valuing a "one team" dynamic.
- Continuously develop knowledge of competitors, market intelligence and trends in recruitment
- Maintain applicant tracking system, recruiting reports and other staffing administration functions as needed.
- Position may require work responsibilities outside of normal business hours.
- Performs other projects and responsibilities as assigned.

**Basic Qualifications: (required)**

- 7 years of full cycle talent acquisition, sourcing, recruiting experience to include:
- Experienced in the full recruitment lifecycle including role definition, client management, strategic candidate sourcing, interviewing, selection, offer development and on-boarding
- Proven ability to communicate and effectively 'sell' an organization's values
- Demonstrated business acumen and proven track record designing and delivering services resulting in business impact
- Direct candidate sourcing experience through multiple channels including, but not limited to social media networks (LinkedIn, Facebook, Google+.), market research, personal networking, career fairs/events, job boards
- Experience with Applicant Tracking Systems and MS Office Suite
- Working knowledge in hiring compliance requirements
- Proven ability to work with and maintain confidential or sensitive information.
- Understanding of Total Rewards / Total Compensation and experience providing insights to augment internal and external market data.

**Preferred Qualifications:**

- Higher education (two or four-year college degree) or equivalent work experience
- Staffing agency experience preferred
- Experience with iCIMS
- Experience with Talent Acquisition and ATS implementations preferred, not required.
- Project Management experience
- Experience in analytics
- Global experience and demonstrated cultural competence.

**Genus** is an agricultural biotechnology pioneer. We are a global FTSE 250 company, headquartered in the UK, and listed on the London Stock Exchange. Genus PLC has a presence in over 70 countries and a global workforce of over 3,000 employees and growing. We are a worldwide leader in porcine and bovine animal genetics, partnering with farmers to transform how we nourish the world – a mission that is important to a sustainable future.

Food consumption is expected to rise by 60% in the next 20 years. Our challenge is to affordably and sustainably meet that escalating demand while global resources diminish. Our vision is clear: *Pioneering animal genetic improvement to help nourish the world.*

At Genus we offer a competitive salary. Benefits include health, dental, vision, FSA/HSA, long and short-term disability, 401K, tuition reimbursement, paid holidays and ETO (employee time off). This position will have opportunity for growth.