



Role Profile

Position:	Talent Acquisition Specialist- IT
Location:	Remote UK based
Reporting to:	Talent Acquisition Director
Duration:	Fixed Term Contract

Genus PLC:

Genus is a FTSE 250 company, headquartered in the UK and listed on the London Stock Exchange. With revenues of around \$600 million, it has a workforce of approximately 3,000 employees throughout the world. Genus has been one of the best performing stocks on the London Stock Exchange.

Genus is a global market leader in bovine and porcine genetic improvement, Genus helps its customers in the dairy, beef and porcine supply chains around the world. Genus' vision of "pioneering animal genetic improvement to help nourish the world" is supported by its core values to be customer-centric, results-driven, pioneering, people-focused and responsible.

Role Overview:

We are looking for a Talent Acquisition Specialist for our growing global IT team, the role is a fixed term contract to support the IT function through their next phase of global development.

Are you passionate about recruiting and making a difference? You will have primary accountability for partnering with HR Business Partners and hiring leaders to achieve agreed Talent Acquisition objectives, through ownership of the full-cycle recruitment within IT.

The Talent Acquisition Specialist will have accountability for profiling, sourcing, screening and interviewing IT candidates up to Director level, hiring decision participation and offer management through strategic partnerships.

Role Deliverables:

- Work with the Senior HR Business Partner for Global IT to scope and deliver hiring needs
- Consult with the IT Leadership team and hiring managers, on position descriptions, requisition creation, compensation, and sourcing strategies
- Conduct IT 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 IT hiring team, guiding them to select "right-fit" candidates.
- Build strong relationships with IT hiring managers and other key stakeholders
- Help managers reconcile differences between ideal and practical staffing needs, and prioritize requirements based on business need

- Work closely with IT management on all diversity initiatives involving recruitment to ensure fairness in hiring practices
- Being highly collaborative, truly valuing a "one team" dynamic.
- Maintain applicant tracking system, recruiting reports and other staffing administration functions as needed.

Desired Skills/qualifications/Experience:

- Proven experience in talent acquisition, sourcing, recruiting is essential,
- Previous experience of recruiting for IT/Technical roles preferred
- Experienced in the full recruitment lifecycle including role definition, client management, strategic candidate sourcing, interviewing, selection, offer development and on-boarding is essential
- Proven ability to communicate and effectively 'sell' an organization's values
- 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
- Staffing agency experience preferred
- Experience with iCIMS or similar recruitment ATS system required