

## TALENT SOURCER

Recognition One is currently hiring.

We are a specialised Software Recruitment Consultancy that collaborates with a diverse range of clients in the technology space.

We have achieved remarkable success over the last two years and are now expanding our team. We are looking for a dynamic and passionate individual to join us as a Talent Sourcer.

### **Responsibilities**

- Co-ordinate with recruiters and occasionally hiring managers to effectively qualify specific criteria and skillsets for each role and generate creative sourcing strategies
- Identify qualified candidate profiles using various sourcing techniques (e.g. Boolean search)
- Proactively build pipelines by identifying potential candidates primarily through LinkedIn but also by networking, leveraging group research, candidate referrals and other creative ways to fill the candidate pipeline
- Craft and send recruiting emails
- Interact with potential candidates on social media and professional networks
- Consistently maintain and track pipeline activity to share with recruiters
- Identify and recommend opportunities for improvement to existing Talent Acquisition processes and procedures
- Juggle multiple requisitions at one time
- Work towards deadlines

### **Requirements:**

- Strong interpersonal and communication skills with a customer-service focus
- A sense of urgency to deliver for the business while also effectively working together as part of a team
- Ability to grasp new technologies
- Excellent spoken and written English
- Other languages are a bonus
- Ambitious in life & career

### **Working Hours:**

- 40h per Week

### **Why you'll love working with us:**

Recognition One is a global remote-only company with teams across the UK, Europe, and the world. We specialise in recruiting expert technical staff for some of the world's largest companies. As we continue to expand, we offer a supportive culture that embraces strong team ethics and remote work benefits.

This role presents an exciting opportunity within our internal team, allowing you to develop your research and recruitment skills. With our support and autonomy, you can establish

yourself in a growing and ambitious company. As you progress, you'll have the chance to take on additional responsibilities and actively shape your career trajectory.

**In return for your hard work, we offer:**

- Fully remote working.
- All home working equipment provided.
- Working from home allowance paid on top of monthly salary.
- Flexible working hours – choose your own schedule from 2 different options.
- Access to an employee assistance programme, which includes a free 24-hour confidential helpline, counselling sessions and mental health support.
- 10 paid sick days per annum upon successfully passing probation period.

Recognition One and its client are proud to be equal opportunity employers. We will consider qualified applicants without regard to race, colour, creed, religion, sex, sexual orientation, gender identity, national origin, citizenship, disability status, medical condition, pregnancy, protected veteran status or any other characteristic protected by federal, state, or local law. We will also consider qualified applicants with arrest and conviction records consistent with local law.

To apply for this position please send your CV to [liane@recognitionone.com](mailto:liane@recognitionone.com)