

Talent Acquisition Business Partner

VACANCY: Talent Acquisition Business Partner

LOCATION: Chesterfield

ABOUT US:

AVK UK Limited is part of the AVK Group; who are market leaders in the design, manufacture and supply of valves, pipe fittings, hydrants and flow control equipment to the Water, Waste Water, Oil and Gas industries throughout the world.

We have a current vacancy for an experienced Talent Acquisition Business Partner to join our Group HR Team.

If you are passionate about talent acquisition, thrive in a fast-paced, ever-changing environment and want to play a pivotal role in shaping our organisation, we want to hear from you.

ABOUT THE ROLE:

You will be responsible for attracting, sourcing, and screening candidates, whilst supporting stakeholders throughout the recruitment process to select the right candidates across our group of businesses. You will have a keen eye for talent and the ability to assess skills and potential to ensure we continue to build high-performing teams.

We are looking for someone with multisite recruitment experience, ideally within the manufacturing/engineering market, with excellent communication and interpersonal skills. You will have a strong knowledge of recruitment practices and sourcing techniques with excellent stakeholder management.

Key responsibilities include, but are not limited to:

- Design, develop and implement successful Recruitment Processes
- Deliver on recruitment needs and provide an excellent end to end customer experience for both Stakeholders and Candidates.
- Manage the 360-recruitment cycle: approvals, sourcing, interviews, offers, contracts and onboarding.
- As a subject matter expert, provide creative advice and guidance for Recruitment, ownership and coaching of others.
- Promote a strong online Employer Brand and influence colleagues to do the same.
- Adopt and evolve attraction strategies, making recommendations and changes.
- Provide specific advice, including recommendations to stakeholders.
- Manage multiple recruitment campaigns simultaneously.
- Lead the identification of top tier talent.
- Own, manage and present recruitment analytics to provide to the senior leadership team.
- Manage and negotiate supplier relationships, agency, and job board terms.
- Proactively seek new ways to drive improvement approaches, simplicity, and automation
- Evaluate and identify key changes in Recruitment practice that improve cost-efficiency and challenge the sector.
- Use knowledge of the market and competitors to identify and develop the Company's unique selling propositions and differentiators.
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Talent Acquisition Business Partner

ABOUT YOU:

- Proven experience in a multisite recruitment role ideally from an Engineering/ Manufacturing background
- Full working knowledge of the recruitment life cycle
- Clear communication skills, both written and verbal
- Excellent attention to detail and accuracy
- Great organisation skills, with the ability to prioritise and meet deadlines and objectives.
- The ability to comfortably work independently, as well as part of a team.
- Microsoft office skills.
- Ability to influence and negotiate at all levels to include senior stakeholders.
- Excellent organisation / time management skills.

WHAT WE OFFER:

- A culture of shared values, goals, attitudes, and business growth.
- Employee Assistance Programme (Welfare and Wellbeing).
- Competitive salary.
- 33 days holiday (including statutory Public Holidays).
- Life Assurance plan (x3).
- Company pension plan.
- Discounts and cashback across many high-street and online retailers (Supermarkets, Entertainment, Fashion, Days Out, Technology, Home and Travel).
- A blend of training to help your career development.

WORKING HOURS:

- 37.5 hours per week
 - Monday – Thursday 0815-1700
 - Friday 0830-1600

We know that our people make the difference in the AVK Group, and we are looking for skilled, passionate, and driven professionals to work with our inspirational leaders; to promote our culture, enable change and champion a lean environment.

APPLY NOW - Please send your up-to-date CV to careers@avkuk.co.uk

