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Technical Recruiter

📍 Киев, 🕐 17 февраля

Компания: [Hravity](https://jobs.ua/company/id/1639548) (https://jobs.ua/company/id/1639548) ([Все вакансии](https://jobs.ua/company/id/1639548))

Рубрики: [IT, WEB специалисты](), [HR, управление персоналом]()

Пожелания к сотруднику

Образование:	полное высшее
Опыт работы:	обязателен
График работы:	удаленная работа

Описание вакансии

HRAVITY is seeking an experienced technical recruiter to join our team. We are looking for someone who will drive our recruitment efforts, participate in providing exceptional customer service, and bring new ideas to enhance the experience of both candidates and clients.

This role is ideal for candidates with a background in software engineering or IT, looking to leverage their technical knowledge to excel in recruitment. This job involves utilizing your understanding to assess candidates' skills and match them with client needs, ensuring a high-quality hiring process.

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You'll communicate with customers, taking job orders and reporting on progress, manage their job vacancies; write job descriptions, messaging templates and advertisements; source candidates and conduct both general and technical screenings; manage junior recruiters to their and team result.

What am I going to do?

- Collaborate with customers' hiring managers to gain insights into their needs and specificities. Conduct weekly status meetings to review progress and align on priorities.
- Write attractive job descriptions and initial messages, craft social media posts, and create engaging advertisements to promote target vacancies.
- Build and maintain a robust pipeline of technical candidates through various channels, including job boards, advertisements, social media, references, networking events, etc.
- Develop and implement effective sourcing strategies to attract passive candidates in the IT sector, utilizing innovative techniques and staying updated with industry trends.
- Implement and oversee a systematic follow-up strategy to ensure ongoing engagement with potential candidates, reminding them of previous discussions and promoting vacancies.
- Provide an exceptional candidate experience, guiding candidates through the recruitment and onboarding process and ensuring timely communication and feedback.
- Conduct thorough technical screenings, evaluating candidates' skills, experiences, and cultural fit to ensure a strong match with client requirements.
- Manage and lead the candidate reserve, ensuring the strategic engagement with top talent, keeping them warm and ready for current and future opportunities.
- Lead and mentor junior recruiters and talent sourcers, providing guidance and support on their vacancies as well as train them to ensure their professional development and success.
- Utilize applicant tracking systems and other recruitment tools to streamline processes, maintain accurate candidate records, and ensure compliance with data protection regulations.

What are the qualifications?

- 2+ years of proven experience in technical recruitment within the IT industry, with a preference for experience with the US and EU customers and candidates.
- C1-level English proficiency, with exceptional business correspondence skills. B2-level candidates with strong communication abilities will also be considered.
- Background in software engineering, computer science, or a related field, with a solid understanding of technical concepts and terminology.
- Strong ability to work effectively in diverse cultural settings, demonstrating respect for cultural differences and adapting

communication styles accordingly to build rapport and trust.

- Well-developed logical and critical thinking competencies, with strong argumentation skills to analyze complex situations, make sound assumptions, and articulate your reasoning clearly.
- Ability to maintain a service-oriented approach in communication, focusing on understanding and addressing candidate needs while consistently considering the perspective of others.
- Excellent self-management and a proactive, entrepreneurial mindset, demonstrating the ability to work autonomously in a fast-paced environment, with a drive for results and innovation.
- Strong proficiency in sourcing for various technical roles, as well as utilizing a wide range of sourcing channels and tools, including automation tools, to identify and attract top talent.
- Excellent communication and interpersonal skills, with the ability to build rapport and trust with candidates and clients, and navigate complex conversations with tact and professionalism.
- In-depth knowledge of various interviewing and assessment techniques, ensuring a comprehensive evaluation of candidates' qualifications and fit for specific roles.

What are the working conditions?

- Remote-first setup, flexible working hours and unlimited vacation policy
- Supportive and collaborative atmosphere with flat hierarchies and BS-free environment
- Full tax and expense coverage, all necessary equipment, tools, and resources
- Competitive base salary with generous performance-based bonuses
- Comprehensive insurance coverage, gym memberships, office lunches, and more
- Annual educational budget for professional development

Контактная информация

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Сайт: https://hravity.com/