

Talent Acquisition Business Partner - N. Europe

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Company: Sedgwick

Location: Aarhus

Category: business-and-financial-operations

Taking care of people is at the heart of everything we do, and we start by taking care of you, our valued colleague. A career at Sedgwick means experiencing our culture of caring. It means having flexibility and time for all the things that are important to you. It's an opportunity to do something meaningful, each and every day. It's having support for your mental, physical, financial and professional needs. It means sharpening your skills and growing your career. And it means working in an environment that celebrates diversity and is fair and inclusive.

A career at Sedgwick is where passion meets purpose to make a positive impact on the world through the people and organizations we serve. If you are someone who is driven to make a difference, who enjoys a challenge and above all, if you're someone who cares, there's a place for you here. Join us and contribute to Sedgwick being a great place to work.

Great Place to Work®

Top 100 Most Loved Workplace®

Forbes Best-in-State Employer

Talent Acquisition Business Partner - N. Europe

Overview

We have an opportunity to appoint a new TA Business Partner to look after the primary talent acquisition hub region of the Netherlands, Nordics, Belgium and Germany. The ideal candidate will be multi-lingual in English & Dutch or alternatively English & German speaking. Talent Acquisition builds successful teams by recruiting the best candidates worldwide. Our

candidates shape the future of the company, which makes our mission extremely rewarding and exciting! You'll join a diverse, inclusive and supportive global team across multiple countries driven by one goal: make hiring at Sedgwick world class! A rare and exciting opportunity has arisen for an experienced, talented and forward-thinking recruitment professional to strengthen our team and contribute to our future success. We also recognize the value of onboarding and ongoing career enhancement so there will be a focus on development for this role.

Working at Sedgwick

Our Company is a place where creative and caring people of all backgrounds come together, grow as individuals, and feel a higher purpose in the unique value they bring and the difference they make in the lives of others. We celebrate our differences; cultivating uniqueness and belonging allows us to connect with our customers on a personal level, understand our clients' needs, support the communities in which we operate, and perform at our best.

We're passionate and understanding about our colleagues – so we have built flexibility into our colleague working model. If you wish to work from home, split your working time between the home and office or change your hours so you can collect your children or care for someone in your family, we're supportive of that. As a flexible employer, we're happy to discuss options that take into consideration your personal needs for this position during your interview.

Key Responsibility

Operate as a trusted advisor to the business by establishing and maintaining strong relationships with hiring teams, senior management and departmental heads.

Provide a tailored end-to-end talent acquisition service from initial briefing through to direct sourcing, screening/interviewing candidates, providing feedback and managing the offer process all whilst adding value at each stage of the process.

Create strong talent pipelines by developing programs for proactive sourcing of qualified applicants utilising Sedgwick's employer branding across a smart mix of social media and other recruitment channels.

Work closely with the Head of Talent Acquisition to collect and coordinate aggregate data for talent pools and translate the data into insights that drive deliberate action plans at the appropriate levels.

Proactively promote career opportunities to Sedgwick's internal employee population in order to meet our internal mobility goals.

Participate in the rollout of talent acquisition related initiatives and projects, championing and optimising programs such as the colleague referral program.

Collaborate with Colleague Resource Business Partners and business leaders to understand strategic direction from both a function and country perspective that will enable the creation of talent acquisition strategies to align to company vision.

Champion diversity ensuring efforts to ensure diverse shortlists are submitted to hiring managers.

Provide first-class customer experience that demonstrates quality, speed and strategic rigour.

Other Duties

Perform other duties related to the function required by the senior management team.

Other duties are an essential part of the role and require the same level of accountability as main duties.

You will have/will be:

As a global business, we are always interested in hearing from candidates with bi-lingual or multi-lingual skills.

Significant full-cycle talent acquisition experience obtained from a global fast-paced environment.

Experience in all areas of sourcing – LinkedIn, local tools, social media, referrals, internal mobility programs, etc.

Exceptional interviewing, communication, negotiation/closing, organisation and problem-solving skills.

Previous experience in capturing metrics and delivering compelling recruitment insights to the business using data and analytics.

Proven ability to engage and manage multiple stakeholders and requisitions in a fast-paced environment.

Comfortable working in ambiguous-led environments with a bias towards transformation and change.

Proven deep stakeholder expertise including collaborating effectively with sources, hiring managers and CR Business Partners.

Knowledge and expertise of Workday highly desirable

Strong oral and written communication, including presentation skills.

Excellent PC skills, including Microsoft Office products, Adobe Acrobat and internet research.

What will you get for this role?

A competitive salary depending on skills, experience and qualifications.

Market competitive benefits schemes

Many of our vacancies offer the opportunity to work flexibly, whether from office and/or home

Discounts on various products and services

Employee assistance programme for employee wellbeing

#LI-REMOTE

Sedgwick is an Equal Opportunity Employer.

The statements contained in this document are intended to describe the general nature and level of work being performed by a colleague assigned to this description. They are not intended to constitute a comprehensive list of functions, duties, or local variances. Sedgwick retains the discretion to add or to change the duties of the position at any time.

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