



Senior Talent Acquisition Specialist

Job description

If you enjoy connect the right talent with the business needs and considerer your self as Purple Squirrel finder we have the perfect job for you, join a High performance team and contribute to create an easy, safer and greener future!

In your new role you will:

- **Perform full lifecycle talent acquisition** including all phases from identifying initial requirements to negotiating/extending offers and support of onboarding activities
- **Implement new and improved sourcing strategies and manage talent pipelining**
- **Recruit qualified candidates through a variety of resources**, including: candidate database, job boards, social media, networking, and referrals
- **Advise hiring managers on techniques to ensure candidate and hiring manager experience is exceptional**
- Engage in project work with potential ownership of specific processes (i.e. University relations, On-boarding, Talent Marketing, etc.)
- **Initiate and manage new-hire processes** such as professional references, background checks, etc.
- **Partner with internal organizations** including HR business partners, compensation & benefits, shared services, finance, payroll, legal, compliance, etc

Profile

You are best equipped for this task if you have:

- Bachelor's Degree with at least **3+ years corporate recruitment** experience within a global organization
- Excellent verbal, written and interpersonal skills with the ability to work and build rapport with candidates, employees and all levels of management
- Ability to understand and convey complexity in a polished and professional manner and to capture the attention of senior managers
- **Remain focused on solutions**, open, and flexible even when under pressure
- As a true **team player, partner with your colleagues to make things better, faster, and more efficient. Not afraid to challenge the status quo**
- Strong attention to detail, ability to multi-task, handle multiple priorities and work under tight deadlines
- **Ability to navigate in a fluid, fast-paced, matrixed organization**
- **Strong proficiency with Microsoft Office and Applicant Tracking**

At a glance

Location: **Tijuana**
Job ID: **320164**
Start date: **Aug 10, 2021**
Entry level: **3-5 years**
Type: **Full time**
Contract: **Permanent**

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- Bilingual (English/Spanish) ability to communicate in all levels

