



## Staff Specialist Human Resources

### Job description

Partner with company's senior leadership team, business leaders and HRBPs to formulate a clear view on their strategic planning and hiring needs

- Partner with company's senior leadership team, business leaders and HRBPs to formulate a clear view on their strategic planning and hiring needs
- Report to GC TN Head to carry out a targeted search/hiring strategy
- Research into target industry, competitors and target companies for market place positioning and talent mapping
- Track and identify prospective candidates using a variety of channels
- Assess candidates to ensure qualification match, cultural fit and compatibility
- Conduct confidential interviews, follow-up references and check credits
- Offer guidance and facilitate the negotiation process through to its completion
- Follow up with candidates and assist with the candidate's transition and onboarding process
- Network and build long-lasting relationships with both internal and external key stakeholders
- Design and initiate talent marketing program to promote company branding and attract top talent, conduct necessary market research report on senior executive talents of target industry
- Work with TN Head to develop complex recruiting channels strategy for Greater China region cover 16 locations, and conduct channel management to retain and encourage top tier channel partner

### Profile

- 8+ years solid recruiting experience and track records of senior executive level candidates' successful placements in High Tech industry, especially for MNC in semiconductor industry will be preferred
- Proficiency in using applicant tracking systems (ATS), recruiting software and strong in senior candidate databases build up and maintenance
- Strong knowledge of candidates' selection methodology and pipeline build up
- Ability to manage multiple priorities and work independently and effectively in a multi-national and multi-cultural environment
- Effective negotiation, influencing and communication skills
- Be able to work under pressure when dealing with tough talent supply market & huge demand, and always be positive in dealing with complexity
- Strategic thinking abilities balanced with hands-on operational experience
- BS degree with fluent of English

### At a glance

Location: **Taipei**  
Job ID: **320268**  
Start date: **immediately**  
Entry level: **5+ years**  
Type: **Full time**  
Contract: **Permanent**

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