



Talent Network Sourcing Analyst

Job description

Are you innovative and actively driving people interaction? Are you passionate about HR and a communicative person that enjoys teaming up for best results? Then we have a great opportunity for you here at Infineon in Tijuana, MX. Our Talent Network Sourcing Specialist will be a KEY MEMBER of a proactive team of Talent sourcing experts and a skilled resource in supporting the coordination and execution of critical Talent Network processes. If you are looking for the opportunity to leverage your successful track record in supporting business leaders and supplying the organization with top talent, we want you on our team!

In your new role you will

- Work closely with United States-based Recruiters and Hiring Managers to deeply understand technical requirements of the role, the function and how it fits into the organization.
- Strategize different ways to build talent pipelines and execute on tactical research, referral generation, events and sourcing campaigns.
- Find, engage and activate passive candidates through the use of Boolean, LinkedIn and alternative search techniques.
- Collaborate with hiring managers and recruiters to understand niche role requirements and build strategic sourcing plan/timeline.
- Research current team to identify potential gaps to make data-driven recommendations and prioritize diversity in hiring decisions.
- Ensure data integrity by actively updating the ATS, ensuring consistent ATS utilization & updates meet compliance and business needs as well as HR reporting.

Profile

You are best equipped for this task if you have:

- Solid verbal and written English skills are a MUST.
- Bachelor's Degree with a focus in HR, business or psychology preferred.
- Up to 1 years of experience in Talent Sourcing/Talent Acquisition.
- Demonstrated ability to influence without authority while serving internal clients
- High energy & enthusiasm, a customer service and "talent first" orientation.
- Ability to prioritize and succeed in a highly ambiguous environment with competing demands.

At a glance

Location: **Tijuana (Mexico)**
Job ID: **330843**
Start date: **immediately**
Entry level: **0-1 year**
Type: **Full time**
Contract: **Permanent**

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Job ID: **330843**
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- Proven commitment to teamwork and collaboration
- Proven ability to leverage LinkedIn, social networks and tools for recruiting and talent pooling.
- Experience with LinkedIn Recruiter or similar preferred
- Experience with ATS systems preferred

