



Manager Talent Network

Job description

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In your new role you will:

- Partner with company's senior leadership team, business leaders and HRBPs to formulate a clear view on their strategic planning and hiring needs.
- Co-work with GC TN Head to define and 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 recruiting channels strategy for Greater China region cover 16 locations, and conduct channel management to retain and encourage top tier channel partner.

Profile

You are best equipped for this task if you have:

- 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.

At a glance

Location: **Shanghai, (China)**
Job ID: **344500**
Start date: **as soon as possible**
Entry level: **5+ years**
Type: **Full time**
Contract: **Permanent**

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- 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.

Benefits

- **Shanghai, :** Coaching, mentoring networking possibilities; Wide range of training offers & planning of career development; International assignments; Different career paths: Project Management, Technical Ladder, Management & Individual Contributor; Flexible working conditions; Medical coverage; On-site social counselling and works doctor, in Wuxi only.; Provision of health tips, health knowledge sharing, annual medical check; Employees in Shanghai are entitled to use a gym located close to the office for free; On-site canteen, in Wuxi only.; Private insurance offers in some sites.; Wage payment in case of sick leave; Corporate pension benefits in some sites.

Why Us

Part of your life. Part of tomorrow.

We make life easier, safer and greener – with technology that achieves more, consumes less and is accessible to everyone. Microelectronics from Infineon is the key to a better future. Efficient use of energy, environmentally-friendly mobility and security in a connected world – we solve some of the most critical challenges that our society faces while taking a conscientious approach to the use of natural resources.

