



INTERNATIONAL MATCH  
THE PROFESSIONAL FIT

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# Talent Acquisition & Development Officer

Over the world – 16/09/2013

## SUMMARY

You will be responsible for the implementation and execution of all recruitment and people development strategy, plans, processes and operational support throughout the EMEA region (14+ countries), with the aim to engage, attract, develop and retain high performing people in order to support the high growth business strategy of the company. You will play a key role in setting strategic direction for our innovative (multi-media/channel) talent acquisition activities and provide input and support for our innovation people development strategy, performance management, talent review and succession planning strategy

## FUNCTION

Develop, implement, execute, monitor and evaluate an innovative (multi media) recruitment strategy, targets, plan, tools and processes for the European region, with the aim to attract high performing people with the right cultural fit, within agreed timelines and in order to achieve high customer and candidate satisfaction.

Provide dedicated operational recruitment support for multiple recruitment processes according to a standardized process and CPI's, using selected local recruitment partners (30 hires per annum).

Develop, implement, execute, monitor and evaluate innovative people and management development strategy, targets, plan, (training)curriculum, processes and system for all relevant job families in the European region with the aim to retain people and support high performance.

Support in development, implementation, execution, monitoring and evaluation of innovative performance management, talent review and succession planning strategy, plan and process for the European region with the aim to assess, identify and develop people aligned with the needs of current and future needs of the organization.

Select and manage dedicated business partners in the areas of recruitment and people development.

Manage recruitment and people development activities within budgets.

## FUNCTIE-EISEN:

OPQ/OT (SHL) certification is advantageous

Academic working and thinking level

Excellent and measurable track record in recruitment and retention of new hires

Proven track record in development and implementation of people development practices

Expertise in online recruitment

Good knowledge of Microsoft Office (Word, Excel, PowerPoint)

Proficiency in the German language is advantageous  
Knowledge of other languages is advantageous  
Competencies  
Transparent  
Entrepreneurial  
Passionate about customers  
Making it happen  
Total team players  
Thorough  
Team leaders (only for jobholders with managerial responsibilities)

**AANBOD:**

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Salary indication: 50.000 - 60.000 annually.

**CONTACT**

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**Send your CV to: Esther Sancho, [match@inamat.net](mailto:match@inamat.net)**