

Position : Technical Recruiter, part-time (50%)

Location : Heerlen, NL

About Phenospex

We develop and provide sensor technologies and analytics software specifically designed to assess crops worldwide. We help to automate the hardest jobs in plant science, plant breeding and in agriculture by solid and elegant solutions. Our work contributes to a world in which agriculture is done more efficiently and reduces the impact on our planet. We are an international team coming from diverse backgrounds in plant science, agriculture, physics, computer vision and business and we love to solve challenging problems.

Position description

We are looking for a highly skilled and energetic technical recruiter who is responsible for the full life cycle recruiting of high caliber candidates, using various sourcing methods. A bulk of our recruiting includes positions like object oriented (C++) software engineers with robotics experience; software engineers with computer vision background; research scientists with deep learning and Python skills; electrical engineers, mechanical engineers, etc. You will be able to conduct a market analysis and then successfully source, screen and close the candidates within the pre-defined recruiting budget and timeline. You will be a key member of our small team in a world-class technology company and report directly to the CEO.

Responsibilities

- prepare the relevant recruiting criteria c/w an approved job description in close collaboration with the Hiring Manager
- perform a market analysis to determine where the talents are located and which institutions generate the required talents
- source talent by posting job vacancies on appropriate channels and by directly approaching passive candidates as well as reviewing the talent pipeline
- create and maintain a continual flow of candidates using advanced internet searching skills (social / business websites), networking, direct approaches through social media, attending job fairs and non-traditional avenues
- conduct first level screening interviews and organize follow-up interviews with Hiring Manager and team members
- negotiate job offers with candidates and close
- prepare recruiting success metrics and ensure maintenance of accurate and concise records and reports concerning all phases of the recruitment process, ideally by using an Applicant Management software.

Qualifications

- Bachelor with specialization in technical recruitment
- 3+ years of experience and successful track record of sourcing and mapping out a talent market and source technical, passive talent with high-demand skills on different levels in a very competitive market
- Good logical and technical understanding of how systems and processes work and interact in the IT Technology industry
- Strong Sales and listening skills; hunter mentality; ability to cultivate and build relationships
- Excellent organizational, time management and communication skills; English is a must.
- Big picture thinking, ambitious, enthusiastic, efficient and focused work style; personable and approachable character
- Experience with Applicant Management Software, Employer Branding and in a Biotechnology/Green industry would be an asset.

Phenospex offers you an inspiring working environment with an engaged, committed, multi-cultural team and lots of room for personal development.

Interested in joining?

Then please send your CV with “**Technical Recruiter**” in the subject line and brief explanation why your interests and background match this position. Phenospex offers competitive compensation.