



TALENT ACQUISITION SPECIALIST LYON

With offices in France, Germany, Japan, Greater China and the U.S.A, Yole Développement (Yole) the « More than Moore » company, provides market research, technology analysis, strategic consulting, media services and financial services to a worldwide customer base.

Covering emerging and disruptive silicon and micro manufacturing markets, the group supports companies, investors and R&D organizations by delivering comprehensive analysis that helps them understand the markets and technology trends critical to their business.

JOB DESCRIPTION

As part of our strong growth and the need to integrate new talents, we are creating a position of **Talent Acquisition Specialist** to strengthen our team.

Reporting to the Recruitment Manager and working as part of a committed HR team, you will manage the entire recruitment process from the definition of the need to the proposal made to the selected candidate for positions in France and abroad. As a true support and in close interaction with the Company and Department Managers, you will contribute your skills in sourcing and skills assessment in order to identify the best profiles to join our teams.

Through the different components of the job, you will accompany the development of our activities.

RESPONSABILITIES

As a Talent Acquisition Specialist, your missions will be:

- The definition of profiles and job descriptions & advertisements with managers;
- The definition of the most relevant means of research and sourcing on different media (Communication around recruitment, LinkedIn sourcing, Apec ...);
- Evaluation of profiles with different interview stages (CV selection, pre-selection by telephone qualification, physical interviews and participation in final decisions);
- Definition of the pace and management of the recruitment process in interaction with the Managers.
- Follow-up of the integration process with the HR team members;
- Follow-up and optimization of recruitment tools (ATS, KPI...);
- In relation with your manager, the development and monitoring of relations with schools and the Employer Brand;
- Participation in cross-functional HR projects.

REQUIREMENTS

- Master Degree (Bac + 5) (Business school, HR Master...)
- At least 3 years of experience in recruitment (ideally on high level technical profiles)
- International experience or experience in recruiting international profiles would be a real plus
- Fluency in English is essential (B2/C1 level)
- Reactivity and natural curiosity are the qualities that will allow you to quickly appropriate our organization and to blossom in this position.

Please send your latest CV & cover letter to recruiting@yole.fr

