

**Head of Talent Acquisition Europe (m/f/d)**

## **1. Company**

Our client is a leading international partner of life sciences and the biopharmaceutical industry. In its ambition to simplify progress for the customers across the globe, our client provides them with innovative technologies that help them develop and manufacture medications faster and more efficiently. So that more people can obtain access to better medicine. Nearly 10,000 employees at more than 60 production and sales locations worldwide are committed to this vision. In its endeavor, our client is growing dynamically. Since 2011, they have increased their sales revenue from €700 million to €1.800 billion - and they aim to grow further. To drive their future growth, they are looking for people who identify with the corporate values - sustainability, openness and enjoyment - and who want to set their skills to the test in a vibrant, innovative environment to advance their careers and make a difference.

## **2. Vacancy**

Head of Talent Acquisition Europe (m/f/d)

The Head of Talent Acquisition Europe will be responsible for monitoring the process of strategically looking for talents, leaders, future executives, specialists or other qualified professionals to drive the growth in Europe. Managing a team of recruitment Specialists in Europe, the goal is to proactively partner with all relevant stakeholders, e.g. global and local HR partners, to ensure effective talent acquisition delivery in adherence with regional needs.

Main Responsibilities and tasks

- Monitor the global process of Talent acquisition in Europe
- Perform analysis of hiring needs and provide employee hiring forecast
- Develop a sustainable talent acquisition and hiring plans and strategies
- Plan employee referral programs
- Use Human Resource IS (workday), Recruitment Marketing tools
- Develop proactive Sourcing
- Design, plan and execute selection processes
- Find bottlenecks in the recruiting process
- Perform candidate and employee satisfaction evaluations and workshops
- Plan procedures for improving the candidate experience

- Suggest measures for improving employee retention
  - Use sourcing methods for hard-to-fill roles
  - Attend career and college fairs, and similar events
  - Determine recruiting KPIs
  - Create and present KPI reports
- Manage and develop the recruiting team (around 15 employees divided into Germany, UK and France)

Location: HQ in Central Germany and flexible home office option

### **3. Qualification and Profile**

- Several years of progressive responsibility within a TA team including at least some years leading a team in that function, within a fast-paced company
- Experience scaling, structuring, and developing Talent Acquisition teams and recruitment departments in high-growth companies.
- Experience in workforce planning and developing long-term talent acquisition strategies.
- Data-driven approach and analytical mindset, detail-orientation, comfort with data and processes.
- Possess strong knowledge of recruiting best practices, sourcing techniques and solutions, lifecycle methodologies, and related systems administration.
- Multi-cultural mindset
- Fluent in English and German

### **4. Others**

The candidate (m/f/d) agrees to keep private all information he has become known as part of the application process, especially address, position, company name and contact person of the customer of TW CONSULT and that he will not give any information to others.

### **5. Contact**

Please forward your application including your salary expectations and notice period to by mail to [info@tw-consult.com](mailto:info@tw-consult.com)

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