

# Australia Jobs Expertini®

## Technical Recruiter

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Company: Publicis Groupe

Location: Sydney

Category: business-and-financial-operations

### Job Description

#### About Publicis

Publicis Groupe is a world leader in marketing, communication, and digital business transformation, driven through the alchemy of data, creativity, media, and technology. Our affiliated platform of companies and capabilities is more than an operational framework. It's a cultural model we've built to unite our people in a collaborative way of thinking and working. We offer our clients seamless access to the expertise of our 100,000+ people across 100+ countries globally. In Australia, our powerhouse of marketing capabilities stretches across creative, media, digital, production and PR.

#### What we'll offer you:

Be a part of one of the world's most progressive and dynamic modern communications businesses enjoying all the perks that come with our network offering:

Taking time out – enjoy your Birthday off, additional 5 days leave after 2 years' service, inclusive leave policies such as Fertility Treatment, Menopause, Flexible Public Holidays, Gender Affirmation and Parental leave.

Work Your World – our program enabling employees the flexibility to work from anywhere in the world for up to 6 weeks per year.

Diversity and Inclusion – we care about people showing up as their authentic self. Get involved in one of our Employee Resource Groups to contribute beyond your day to day.

Wholeself – free access to Sonder, flu vaccinations and regular seminars and events assisting

your physical, mental, and financial wellbeing.

Grow & develop – enjoy extensive L&D opportunities through our online learning platform, Marcel, a Next Gen board, regular internal sessions, Buddy Up (our mentor program), paid study days and access to the MFA and ACA for industry learnings.

Celebrate – we're big on celebrating and shouting out about great work. We've got informal and regular formal awards, anniversary celebrations and referral bonuses.

Work, your way – our Publicis Liberté flexible working approach means we value your contribution, not where you're sitting.

### **Role Overview:**

#### **Technology Talent Acquisition Manager – full time opportunity**

Join our motivated and collaborative Talent Acquisition team. We are looking for a Talent Acquisition Manager who is passionate about technology recruitment. Our tech offering is scaling up and we are looking for diverse talent in the tech space. As a member of our recruiting team, you will conceive practical and creative ways to engage influencing talent for Publicis Groupe Australia and New Zealand. We're passionate about disrupting the typical recruiting process to attract diverse talent across our network. Our team take a commiserative and transparent approach, driven and motivated to be knowledgeable partners to our candidates and hiring managers. We are collaborative in solution-finding, with high resourcefulness and tenacity in encouraging circumstances.

#### **As a Technology Talent Manager, you will:**

Be the go-to source of knowledge across technical roles and help motivate and educate other TA Team members in this space.

Look after end-to-end recruitment across tech roles within the Publicis Groupe.

Help with resourcing across the TA Team in partnership with the Head of Talent.

Be there to assist the Talent Directs to innovatively meet the evolving needs of our fast-paced, cutting-edge business.

Ensure that candidates have a great end to end experience.

Continue to develop creative strategies to attract and retain world class employees.

## **Key Outputs:**

Oversee full cycle recruiting for assigned roles across the network and engage with hiring managers to bring the best talent to each role.

Develop and execute fully comprehensive sourcing plans, evaluating requirements to identify target profile needs and matches.

Collaborate closely with each brand's influence team and hiring managers throughout the recruiting process to ensure we meet their hiring needs and goals.

Establish and maintain meaningful relationships with management and key cross-functional stakeholders across the network.

Leverage and maintain data reports and performance metrics to drive improvements as needed.

Coordinate closely with key stakeholders to innovate our research strategy for talent pooling, market mapping and competitor study.

Partner with Talent Heads on implementation of assigned recruitment marketing strategies for the TA team.

## **What You'll Bring to the Team:**

Experience in recruiting for technical roles - you should know your Java from your JavaScript.

Strong communication skills and possesses the knowledge to navigate multiple stakeholders.

Experience to multi-task and work in a fast-paced environment.

Excellent negotiation techniques.

Super organised.

Resourcefulness – able to think fast and workshop solutions to difficulties on the go.

## **Candidate experience should include:**

5+ years of full cycle recruiting experience in a digital/creative environment ideally.

Knowledge of compensation and general HR requirements as related to hiring.

Experience proactively partnering with leadership and driving hiring initiatives.

Experience developing and implementing sourcing/recruitment plans for searches.

Experience with Applicant Tracking Systems.

Awareness of latest Visa requirements preferred.

**Behaviours:**

Highly motivated and able to multi-task and work autonomously.

Personable and able to form fast/strong relationships.

Diligent and detailed.

Resourceful and tenacious.

Solutions focussed.

Results and actions orientated.

Resilient & adaptable.

Collaborative

At Publicis Groupe we believe that our people are our greatest asset. Our people are chosen for their personalities, their ethics and professional qualities without any exclusion, preferential treatment, or discrimination. We are proud to be an equal opportunities employer and do not discriminate by reason of age, gender, gender identity, race, sexual orientation, nationality, religion or disability or any other difference. We encourage applications from all individuals and will provide appropriate assistance for candidates with disabilities or special needs throughout the recruitment process upon request.

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