

## SENIOR TALENT ACQUISITION SPECIALIST

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Beyond Technologies is a professional services firm, specialized in SAP solution integration and business process optimization. We are looking for a senior talent acquisition specialist to join our dynamic team.

The ideal candidate will have a level of energy, decorum and discretion that is unparalleled. Working with our Talent Acquisition Lead, you possess a sixth sense that allows you to be two steps ahead at all times. You are adept at working effectively with a wide variety of people inside and outside of the organization.

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### Your tasks:

- Source, find, contact, and interview candidates for permanent full-time job opportunities for our offices in Canada, France, South Africa, and the United States.
- Collaborate with internal clients and HR to develop a strong understanding of business needs, culture, and talent profiles to recruit the top talents.
- Leverage online recruiting resources (LinkedIn, Google, Facebook, Indeed, etc.) and our in-house database to identify and recruit the very best candidates.
- Develop a broad professional network of top SAP talent both in Montréal and worldwide.
- Write, update and post job descriptions on various platforms.
- Organize interviews (in person or by Zoom) for the managers and partners.
- Prepare employment offers, including writing offer letters and negotiation with candidates, background checks and the HR onboarding process.
- Support the HR team with other initiatives and projects as needed.

### You have:

- A minimum of 7 years' experience in the field of IT recruitment (agency or corporate).
- Exceptional verbal, written and interpersonal skills in English and French.
- Proven knowledge of innovative sourcing techniques including in-depth knowledge of social media.
- A strong business acumen with the ability to understand and interpret complex business needs and business structure.
- Experience in an environment where multiple projects and competing demands are the norm.
- Experience engaging high-potential prospects through targeted sourcing and cold calling.
- Strong negotiation and presentation skills and outstanding attention to detail.

### You are:

- Social, you do not shy away from conversations and asking the right questions.
- Passionate in finding talent.

At Beyond, we want our employees to be happy and healthy both at work and outside of work. Everything we do and offer our employees is based on our philosophy that investing in our people is beneficial for all of us!



- Solution-oriented and a team player, you will search for new ways to optimize existing processes.
- Results-oriented, you enjoy challenges, take on important projects and deliver results.
- Optimistic, you believe in the company mission and enjoy finding the right talent.

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