

Talent Acquisition Specialist (24-32hrs)

Join the pioneers of PhotonFirst

Since 2006 PhotonFirst (formerly Technobis) is pioneering in the research, development, engineering and production of Integrated Photonics Sensing modules and systems for a broad range of critical applications in aerospace, medical equipment, mobility, energy, and high-tech systems. Since January 1st, 2021, the photonics activities have been carved out to prepare for a fast growth to a leading worldwide position in its field. PhotonFirst is an innovative, pioneering company in integrated photonic sensing, with a technology that is unlocking the power of the photon in a wide range of applications.

You own the People Hiring Agenda and build our Employer Brand

In our company the team of 40 unique individuals is the core of our success. Over the years a strong team has been built and growth will be accelerated in 2022. In this fast-growing environment, we are looking for a seasoned Talent Acquisition professional who owns the people hiring agenda for our national and international offices to be. You own all recruitment activities from start to finish: from having a recruitment strategy meeting with the hiring manager to composing and closing the job offer with the right candidate. You have an entrepreneurial spirit and take initiative to build our employer brand and professionalize the hiring process. Your core activities include:

- Recruitment and selecting of new team members by actively searching and sourcing the market
- Ensuring visibility of PhotonFirst as one of the leading employers in deeptech
- Building a candidate pool by organizing (network) events and hosting inhouse seminars
- Making sure candidates have the best candidate experience
- Professionalizing and automation of the hiring process
- Working with the HR&O Manager to define PhotonFirst's Employer Value Proposition
- Educating team members in conducting interviews, candidate experience and EVP

Direct reporting line

The Talent Acquisition Specialist reports to the HR&O Manager

Education

University (WO) or University of Applied Science (HBO) degree in any field with a passion for recruitment and employer branding

Experience/skills

- You have 5 or more years of experience as a Recruiter / Talent Acquisition Specialist, preferably in a high-tech company.
- You are a team player, take ownership and have excellent social skills
- You are a LinkedIn expert but are also creative to use other sourcing methods
- You have a special interest for new technologies
- Excellent communicator in English, both verbally, in writing and presenting
- Proficiency in Microsoft Office (PowerPoint, Word, Excel)

Availability

This currently is a parttime job for approximately 24-32 hours per week. PhotonFirst has a remote working policy for which this role is eligible.

Personality characteristics

PhotonFirst is a young and maturing professional organization. We have developed a strong pragmatic team mentality in which we work and experiment together to achieve common goals. We are looking for a wide diversity of people coming from different backgrounds to join our organization. We have formulated the following personal traits contributing to our professional mentality:

- Passionate team player taking ownership
- Open, straight, result driven and can-do mentality
- Pioneering, creative, flexible, and entrepreneurial
- Perseverant, professional, and well structured
- Friendly & 'fun to work with'

Inquiry/ application

Should you have any questions about the role, the team or PhotonFirst, don't hesitate to reach out to Sjoukje Blom (HR&O Manager) via +31 85 0076700.