



We're hiring

Recruitment Manager

We are currently seeking a highly motivated individual to join our Talent department. The successful candidate will have the opportunity to work in a fast-paced and stimulating environment with the local and regional team within the Caribbean and Bermuda Countries ("CBC") region. The incumbent will be expected to manage the full life-cycle recruitment for experienced hires, advise leaders throughout the hiring process and on industry leading projects in the areas of recruitment, onboarding and mobility. This role can be based either on island or as a remote working opportunity.

Primary responsibilities will include but are not limited to the following:

- Managing and owning full life-cycle recruitment from sourcing to offer and onboarding of top talent across all levels and departments
- Designing, developing and implementing innovative firm-wide recruitment and sourcing strategies to differentiate Deloitte in the local and global markets, attract and recruit top talent, while ensuring a ready pipeline of candidates
- Delivering a high-quality service that supports candidates and meets the needs of the business
- Establishing benchmarks and analyzing, creating and reporting recruitment related metrics to the business and leadership
- Developing and maintaining strong relationships with management, and proactively advising and coaching leaders through the hiring process to fill positions in a timely manner
- Providing assistance with salary positioning, job offers and negotiations
- Assisting in developing marketing material related to talent acquisition for social media and local advertisements
- Manage the firm's social media strategy and platforms as a source for attracting candidates
- Managing and owning the firm's onboarding program for new hires, interns, and global mobility transfers
- Managing and owning the firm's mobility program including secondments and transfers
- Organizing and coordinating the summer internship program
- Managing the online Applicant Tracking System
- Delivering and coordinating training sessions for all levels and departments
- Managing local and regional projects, including Gender Smart recruitment initiatives

The successful candidate will possess:

- Bachelor's degree required; degree in Human Resource Management is preferred
- Relevant internationally recognized recruitment certification is strongly preferred
- Professional designation in Human Resource Management is an asset
- Minimum of 3-5 years' experience in full life-cycle recruiting for a large organization, preferably a professional services organization
- Proven experience using an online applicant tracking system (e.g. Taleo)
- Experience in building relationships and partnering with key stakeholders at senior levels
- Deep knowledge of recruitment best practices in local and global markets and ability to apply those practices
- Solid understanding and proven ability to use online tools and techniques (e.g. Boolean searches) for sourcing candidates
- Excellent written and verbal communication skills and proven ability to interact and communicate effectively with candidates, clients and staff of various levels
- Proficient with Microsoft Office suite
- Excellent organizational, follow through and time management skills with the ability to meet tight deadlines and prioritize tasks based on relative importance and urgency
- Results driven and strategic thinker with the initiative to anticipate potential problems, cope with change and develop solutions
- Work under pressure and be able to respond to talent queries as necessary
- Ability to work well in a multi-cultural team-oriented environment and independently
- Willingness to work outside of regular business hours in order to meet demands and deadlines

All applications should be submitted online at:
<https://jobs2.deloitte.com/bm/en>
Keyword: BM165321SJ

Please note to apply for this position you will need to submit a cover letter and CV through the above link.

**Talent
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Deadline for Applications: May 23rd, 2019