

Corporate Recruiter

Camden, NJ, USA

Req #: 10441



Imagine...working for a company that knows that its people are the key to its success in the marketplace. A company in which achieving extraordinary results and having a stimulating work experience are part of the same process.

At Campbell, we cultivate and embrace a diverse employee population. We recognize that people with diverse backgrounds, experiences and perspectives fuel our growth and enrich our global culture.

We are looking for an individual who enjoys working in a fast-paced, team-oriented environment, likes to be challenged, and values the opportunity to make a difference.

General Summary:

The Talent Acquisition/Recruiter is responsible for the execution of the day-to-day talent fulfillment plans of their assigned business units. The position manages full recruiting lifecycle processes and is responsible for sourcing, assessing, interviewing and hiring diverse talent slate for Campbell.

Reporting to the Sr. Manager, U.S. Talent Acquisition, the position will leverage passive and active methods, partners and resources in an effort to execute against hiring plans. The position will also serve as a consultant and advisor to the Human Resource partners and Hiring Managers on candidate availability in the marketplace and will provide guidance on selection methodology and legal compliance when necessary.

Primary Responsibilities:

- Leverages organizational understanding of the business to consult with hiring managers towards the fulfillment of hiring goals.
- Works with the Sr. Manager, U.S. Talent Acquisition, HR Partner, and Hiring Manager to align talent attraction and pipeline strategies against business needs
- Works with assigned HR Generalist and Hiring Manager to create people demand plans and establish service level agreement for talent fulfillment.
- Reviews minimum qualifications and job profiles of each position and works with client to identify and/or develop evaluation criteria
- Partners with HR Generalists on organizational and people issues identified during the position

assessment.

- Provides expert level usage of selection ,assessment tools and screening methodology deployed in the candidate evaluation process
- In partnership with Sourcing team, formulates action plan agreements with internal clients based on time, cost, and quality standards initiated by the client.
- Facilitates and effectively manages candidate interview process
- Drives candidates through the interview and selection process by coordinating with hiring managers and utilizing existing applicant tracking systems
- Develops new hire compensation packages based on internal equity, compensation guidelines and competitive salary data
- Supports University Recruitment, Diversity Attraction and Pipeline efforts as needed.

Minimum Requirements:

- Bachelor's degree required.
- 4-6 years of full-lifecycle recruiting experience, preferably in a corporate environment.
- Experience in behavioral and/or competency based interviewing and assessments.

Qualifications

- Excellent communication and presentation skills.
- Intermediate to advanced knowledge of social recruitment.
- Excellent interviewing/assessment/design skills.
- Excellent relationship management and judgment skills.
- Able to influence without formal authority.
- Knowledge of automated applicant/requisition tracking systems.
- Knowledge of employment law, OFCCP regulations, etc.
- Comfortable navigating a decentralized, matrix organization.

Info at:

http://careers.campbellsoupcompany.com/job-search/job-description/Corporate-Recruiter-job-Camden-New-Jersey-5397643?utm_source=Indeed&utm_medium=organic&utm_campaign=Indeed