



Talent Acquisition Specialist

[Element Solutions Inc. \(NYSE: ESI\)](#) is a leading specialty chemicals company whose operating businesses (see below) formulate a broad range of solutions that enhance the performance of products people use every day. Developed in multi-step technological processes, our innovative solutions enable our customers' manufacturing processes in several key segments, including electronic circuitry, communication infrastructure, automotive systems, industrial surface finishing, consumer packaging, and offshore energy.

Customers of ESI's businesses use our innovation as a competitive advantage, relying on ESI to help them navigate in fast-paced, high-growth markets. The breadth of ESI's offerings provides strong strategic value to the end markets they serve. With over 5,500 people in operating facilities across more than 50 countries, ESI has established a growing legacy of creating technological advances for customers around the globe. Our people and technical sales teams are located close to our key markets, allowing us to maintain strong customer relationships and accelerate our product innovation process.

Job Purpose

This position is 100% home office. Therefore we are open to candidates based through-out Europe.

We are seeking a talented and seasoned **Talent Acquisition Specialist** to own the full life-cycle recruitment process for client groups within Element Solutions Inc. across the European region. This position will be responsible for:

- Executing the Talent Acquisition strategy, full lifecycle recruiting service model and meet/exceed established KPIs
- Collaborating with leadership, hiring managers, and HR colleagues to execute against the recruitment strategy to attract and assess the right talent for our organization.

We are looking for someone that will seek to deliver an exceptional candidate and hiring manager experience and will be a trusted partner to our stakeholders.

Job Responsibilities

In this role, you will be sourcing candidates for the Talent Acquisition team, as well as owning the full cycle recruiting process for your caseload. You will be expected to partner with Hiring Managers and Human Resources to develop and maintain relationships that define and manage hiring expectations. You will create unique and robust search strategies that will identify and deliver the right talent for the right roles at the right time. You will be adept at sourcing, screening and managing candidates through the interview process by providing an efficient and high-touch experience for every candidate from engagement stage to offer. For the roles that fall within your area of responsibility you will be negotiate complex offers for selected finalists by leveraging your experience of competing for top technical talent. You will also be expected to be involved in some special projects to build on continuous process improvement within the team.

Qualifications/Requirements

Basic Qualifications

- Minimum of 3+ years of experience within corporate Human Resources and/or search firm recruiting experience
- 1+ years of highly productive and progressive corporate and/or search firm recruiting experience with a focus on corporate functions with candidate generation in a highly complex and competitive market

Desired Characteristics

- Familiarity with Chemicals industry, job titles and industry talent
- Must be collaborative and be able to work as part of a team as well as independently
- Strong follow up skills, with attention to detail
- Effective time management and organizational skills
- Ability to understand and adapt to rapidly changing priorities and to prioritize accordingly
- Candidates should be professional, well-organized, self-motivated individuals who function well in fast-paced, high-energy environments

Element Solutions Inc is an E-Verify Company and provides reasonable accommodation for qualified individuals with disabilities and disabled veterans in job applicant procedures. "Equal Opportunity Employer: Minority/Female/Veteran/Disabled/Gender Identity/Sexual Orientation"