

Senior Talent Partner



Phone :
Web :

Job Summary

Vacancy :
Deadline : Aug 16, 2024
Published : Jul 16, 2024
Employment Status : Hybrid
Experience : Any
Salary :
Gender : Any
Career Level : Any
Qualification :

Job Description

Hi! We're ContactMonkey. Our mission is to transform the way organizations communicate internally: making work more human. Proudly Toronto based, we have been helping businesses boost growth and productivity through their internal communications all around the world. Today, brands such as Rogers, IKEA and KPMG use our powerful tech stack to create, send, and track HTML email within Outlook or Gmail.

2023 was a great year at ContactMonkey and 2024 is off to an amazing start. Here's what we've been up to:

- Ranked by the Globe & Mail as one of Canada's fastest growing companies
- Recognized as part of the 2023 Deloitte Technology Fast 50™ awards program as one of the fastest-growing technology companies based on the highest revenue-growth % for over 4 years
- Recognized in Deloitte Technology Fast 500™ as one of the fastest growing companies in North America
- And finally to cap off the year, we just raised a \$55 million Series A financing!

We understand that joining a team is one of the most important decisions you make ☺, and adding a team member is one of the most important decisions we'll make. Through our process, we want you to get to know us and understand how you approach problems, learn, and what motivates you!

About the job

Our Senior Talent Partner is the heart behind the businesses most critical strategies. This individual will build highly impactful teams and align key stakeholders within that drive business growth and change. The Senior Talent Partner is a true partner to the business and enables the success of the TA team, the hiring managers, SLT and more.

Your impact

- Reporting directly to the Head of Talent Acquisition and working closely with our Head of Talent as well as the Director of People & Culture
- Filling diverse roles from entry-level to leadership
- Driven to prove your abilities to become a trusted partner by providing support for the process and insightful analysis of candidate differentiators.
- Excellence in communication to both the candidates and the hiring managers so all are informed, and feel are an important part of the hiring event
- Focuses on solutions and exercises creative problem solving within the recruitment project, as well as to equip and enable success between ContactMonkey, internal stakeholders and the candidate market by eliminating barriers for success
- Continually streamlining delivery methods to suit and adapt for best hiring outcomes
- Develops alignment with Hiring Managers and senior leaders using data that can create directional change within hiring perspective/philosophy. This is done through presenting information in a meaningful and effective with both in conversation and presentation style
- Effectively trains hiring managers and leaders on new processes/approaches to the hiring strategy
- Obsessed with internal metrics to measure one's own performance to strive for the best possible process for internal clients
- Delivering top tier candidate experiences with hopeful excitement, understanding, clarity and professionalism
- Demonstrating our company values in all that you do:
 - Working actively to be a part of the evolution of our hiring strategy as needed and applying ContactMonkey's current interview approach and assessment techniques to objectively assess talent that meets specific skills sets and shared values for ContactMonkey
 - Striving to continually foster an inclusive, respectful, and diverse community for ContactMonkey to support innovation within
 - Problem solving in an innovative way
 - Using integrity at every point of the recruitment journey
- Expert at managing offers with urgency and confidence. Ability to effectively negotiate and demonstrate a win-win agreement for both parties. Effectively analyzes risk at all stages of the candidate pipeline and proactively mitigate using various strategies
- Power user of recruitment technologies and advocate of ContactMonkey recruitment policies end to end
- Proactively identifies hiring solutions where possible for positions that are included in the future hiring forecast
- Takes on projects within the TA team that impact the greater business such as Employer Branding, Employee Engagement and more

About you

- 5+ years of full cycle recruitment experience
- 3+ years of high-tech/SaaS specific recruitment experience
- At least 2 years in a high growth organization
- At least 2 years in B2B sales specific recruitment
- Power user of recruitment technologies such as Greenhouse and LinkedIn Recruiter, tracking dashboards and more
- Finding and attracting candidates with specific skillsets in a highly competitive landscape, such as B2B SaaS sales in specific geographies
- Team leadership experience
- Use of creative, game-changing approaches to strategy for sourcing in addition to reviewing applications
- Strong approach for outbound candidate sourcing and attraction
- Salary and benefits negotiation
- Candidate pipeline management

What we bring to the table

We offer...

- ☑ Comprehensive benefits program (health & dental) with \$2000 towards mental health services and support
- ☑ 5 Health days per year
- ☑ Monthly stipend for personal and professional growth
- ☑ Stock option plan
- ☑ Generous vacation package
- ☑ 1 personal day to do as you please
- ☑☑ Summer hours in July and August
- ☑ Work from anywhere in the world for 6 weeks
- ☑ Downtown Toronto office for a change of workspace routine
- ☑ A supportive team who celebrates successes and tackles challenges together

Our team is reimagining what it means to send and receive valuable communications to an entire workforce. By joining ContactMonkey, rest assured our wickedly smart, high-performing team members will challenge you to learn and grow every day. We value great work and great ideas in everything we do. We're looking for talented people who want to grow their career with us while making an impact with groundbreaking ideas.

Equal Employment Opportunity

Research shows that women-identifying and other marginalized individuals tend to only apply when they meet 100% of the qualifications; if you don't have all the listed qualifications, we encourage you to apply anyway!

ContactMonkey does not discriminate in hiring or terms and conditions of employment because of an individual's race, ancestry, colour, place of origin, religion, gender, gender identity, national origin, citizenship, age, disability, sexual orientation, family status or marital status, or any other protected category recognized by provincial or federal laws.

Should you require any accommodation, please inform us and we will work with you to meet your accessibility needs. For any accessibility-related assistance, requests for information in accessible alternative formats or to report any accessibility problems, please share in your application.

Education & Experience

Must Have

Educational Requirements

Compensation & Other Benefits
