Technical Recruiter

Phone :
Web :

Job Summary

Vacancy :
Deadline : Aug 03, 2024
Published : Jul 03, 2024
Employment Status : Remote
Experience : Any
Salary :
Gender : Any
Career Level : Any
Qualification :

About Super.com

We started Super.com to help maximize lives—both the lives of our customers and the lives of our employees— so that everyone can experience all that life has to offer. For our employees, our promise is that Super.com is more than just a job; it's an opportunity to unlock one's potential, where learning is celebrated and impact is realized.

We are more than a fast-paced, high-growth tech company; we care about our people and take career progression seriously. This is your career and our aim is to supercharge it through the people, the work, and the programs that fuel who we are.

About this team

Our People and Talent team drives the success and growth of our organization by cultivating a thriving work environment. We attract, develop, and retain top talent, fostering inclusivity, diversity, and empowerment. Aligned with the broader goals of the company, our initiatives drive innovation, collaboration, and an exceptional experience for our team members. We create a culture of personal and professional growth, aiding in building a strong workforce that shapes our organization's future.

About this role

As a Technical Recruiter, you will play a crucial role in sourcing, attracting, and hiring top-tier technical talent to meet our Super.com's evolving needs. You will collaborate closely with hiring managers and department heads to assess staffing requirements and develop tailored recruitment strategies. Your primary focus will be on identifying and engaging with qualified staff across various technical disciplines, ensuring a seamless recruitment process from initial contact to onboarding.

Responsibilities

• Bachelor's degree in Human Resources, Business Administration, or a related field (or equivalent work experience).
• Proven experience as a full cycle Technical Recruiter with a focus on engineering and data related roles.
• Strong knowledge of technical skill sets, terminology, and industry trends.
• Demonstrated knowledge of how to source, engage, and hire technical staff across various levels of seniority.
• Excellent communication and people skills, with the aptitude to build rapport and credibility with candidates, hiring managers, and stakeholders.
• Solid organizational skills and attention to detail, with the knowledge of how to manage multiple priorities and goals in a fast-paced environment.
• Experience in applicant tracking systems (ATS), candidate sourcing tools, and other recruitment technologies.
• Familiarity with employment laws, regulations, and finest practices related to recruitment and selection.
• Team player, experience working with HR colleagues and senior business heads involved with a variety of HR initiatives
• Has experience applying a DE&I lens and finest practices on all matters relating to recruiting

About you

• 3+ years of experience in technical recruiting for roles requiring high technical capacities, such as Engineering, Product, and Data & Analytics
• 3+ years of experience candidate sourcing for technical related roles
• Knowledgeable in utilizing applicant tracking systems such as Lever, Greenhouse and others.
• You are organized, and have great attention to detail
• You have a demonstrated track record of successful collaboration, working closely with various stakeholders to achieve desired outcomes within hiring.
• You have a solid grasp of recruitment methodologies, including compensation benchmarking, employer branding, and leveraging technology and AI to enhance recruitment practices
• You are results-driven and data-driven, able to tackle tight timelines with vigour and eager to back up your proposals with quantitative analyses.

We've got you covered!

• Competitive salary packages, equity options, great benefits from day one, wellness budgets, as well as personal and team-level development budgets
• We are remote first – you have the flexibility to work from around the world and the hours that make sense for you– so that you can do your best work while living life on your own terms
• Other perks include: unlimited PTO, recharge days, travel discounts on SuperTravel, Weekly UberEats credit, annual company offsite
• We welcome new family additions with generous parental leave and a flexible return-to-work plan
• This is just scratching the surface– see our careers site for a more detailed overview of our perks & benefits

$65,000 - $95,000 a year

As part of our compensation philosophy at Super.com we benchmark roles based on geographic location. The base salary range for this position is **$65,000 CDN - $95,000 CDN**

We Believe in Equal Opportunity

We are an equal opportunity employer and value diversity at our company. We do not discriminate on the basis of race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status, or disability status. Accommodations are available on request for candidates taking part in all aspects of the selection process. If needed, please notify our Talent Acquisition Partner.

Education & Experience

Must Have

Educational Requirements

Compensation & Other Benefits