

# EMPWR - Talent Acquisition Manager

## Company

Welcome to EMPWR Nutrition, we aspire to become the global leader in development & co-manufacturing of bars in the healthy snacking segment.

Our company was founded in 2020 and has experienced remarkable growth ever since. We produce some of the most iconic and leading brands, setting the standard for taste and texture in the market. We offer a wide range of possibilities within the protein bar segment, that are not only nutritious but also delicious. We're active in The Netherlands, Croatia, USA, Canada and Belgium, with 1200 passionate employees.

In 2022, we expanded our operations to North America by acquiring the McMinnville, OR facility. We've invested massively in production equipment over the last year. This year we're expanding even more and transform our operations into a state-of-the-art manufacturing facility.

Join our dynamic team and help us continue to grow and innovate!

## Challenge:

As a Talent Acquisition Manager at EMPWR you will be responsible for an exceptional project. We're a fast-growing company who invested massively to transform our operations into a state-of-the-art manufacturing facility. The coming 18 months we'll recruit more than 500 employees, mainly blue-collar production workers. So, we're seeking an experienced Talent Acquisition Manager with experience in high volume, full cycle recruiting. You will lead a team of 3 recruiters and play the leading role in identifying, assessing, and selecting top talent to fuel our organization's growth. You will work together with our operations team, to ensure that every new hire aligns with our company's values, culture, and specific job requirements.

## Key responsibilities:

- **Candidate sourcing:** Define and execute recruitment strategies for blue-collar production workers.
- **Recruitment** of white-collar employees in close collaboration with recruitment agencies.
- **Coaching:** Lead a team of 3 recruiters and guide them to manage the end-to-end recruitment process, from sourcing and screening to offer negotiation

and onboarding.

- **Collaborate** with operations to understand their staffing needs and challenges.
- **Talent pipeline:** Develop a recruitment strategy to build a strong pipeline of qualified candidates to meet ongoing and future staffing requirements.
- **Employer Branding:** Partner with the Group Employer Branding Manager to contribute and execute effective employer branding initiatives. Promote our EMPWR jobs at job fairs, networking events, and other recruitment (marketing) activities to attract potential talent. Build and maintain relationships with community partners to support recruiting initiatives.
- **Data-driven Decisions:** Use recruitment metrics and analytics to monitor recruitment success and optimize recruitment strategies.
- **Onboarding:** Collaborate with the HR team to ensure a smooth transition for new hires.
- **Candidate experience:** Establish a positive candidate experience that reflects our company values.
- **Compliance:** Ensure recruitment practices that comply with local labor laws and internal company policies.
- **Trends:** Stay updated on industry trends and best practices in the recruitment industry and implement innovative strategies to streamline the hiring process.

#### **Qualifications:**

- Minimum 5 years of experience in talent acquisition, high volume blue-collar production worker recruitment. (Manufacturing or related blue-collar industry experience)
- Advanced recruitment techniques, negotiation, project management, and leadership skills
- Ability to think strategically and develop innovative recruitment strategies
- Strong understanding of full-cycle recruiting, sourcing strategies, and employer branding.
- Knowledge to analyze recruitment data to make informed decisions.
- Experience working in a high growth, fast-paced environment.
- Strong interpersonal and communication skills.
- Knowledge of Spanish is a big plus.
- Familiarity with innovative recruitment tools and technologies.
- A commitment to diversity and inclusion in hiring practices.
- Bachelor's degree in HR, Psychology, or a related field.

McMinnville, OR (Visit McMinnville – The Heart of Oregon Wine Country); We believe that at this stage where we are expanding and building the organization, physical presence on site is very important.

<https://www.empwrnutrition.com/>