

About Kekst CNC

Kekst CNC is a leading global strategic communications firm that specializes in protecting and enhancing reputations. From 15 locations around the globe, our team of 250 professionals provide expert communications counsel, informed by judgment, insights, and data-led analysis. We apply our communications expertise across high-stakes corporate, financial, and political matters, helping businesses communicate effectively through periods of disruption, transformation, and growth. Kekst CNC is part of the Publicis Groupe. For more information, visit www.kekstcnc.com

To support our **global HR Team**, we are hiring a fulltime

Senior Talent Acquisition Specialist (m/f/d) (Munich/Frankfurt/Berlin)

About the role

As a high-performing and self-motivated **Senior Talent Acquisition Specialist**, your mission is to actively support the growth of Kekst CNC by searching for and recommending suitable candidates. You will play a key role in ensuring and hiring the best talent and manage the candidate pipeline end-to-end. You are the first point of contact for all applicants and represent Kekst CNC in the job market. You will be an active, valued member of the Global HR team, ensuring a consistent talent approach across all Kekst CNC markets. You will report to the Kekst CNC HR Director.

Main Responsibilities

- Identifying hiring needs and advising our managers on all aspects of recruitment, such as appropriate channels and search strategies to build a sustainable talent pipeline; this includes a role in defining personnel planning together with other functions (within HR, Finance, etc.)
- Operational management and precise targeting of recruiting, sourcing, and employer branding activities for your respective markets – with an eye on and in coordination with HR in other markets and offices
- Initiation and development of employer branding campaigns and new recruitment strategies together with our Marketing department
- Further development of university marketing, e.g., recruiting events
- Ensuring state-of-the-art methods and tools in recruiting, including technology and social media channels
- Accompanying and supporting our applicants in all application phases and ensuring optimal 360° candidate support from the placement of job descriptions to the interview process and offer stage
- Management of external headhunting agencies
- Managing KPIs and data around hiring

Requirements

- Successfully completed degree or equivalent
- Several years of strong professional experience in operational recruiting, talent sourcing and employer branding, ideally in a professional services environment
- Highly developed executive search skills and a deep knowledge of modern recruiting strategies
- Interest and – over time – sound understanding of our business and its imperatives on the people side
- Strong communication and process management skills
- Perceptive faculty, empathy, sound judgement; listening to others but taking your stand
- Familiarity with IT tools, social media, and interest in developments in these areas
- Fun to work with in an international environment, with discretion and professionalism
- Excellent written and spoken German and English

What we offer

Kekst CNC offers an inspiring working atmosphere, characterised by the highest level of professionalism, fun at work and an open corporate culture. Our offices in Germany are on an exciting growth journey and as the business grows, you can grow with it. You will interact with colleagues all over the globe, whilst based in one of our German office locations (combined with working from home if desired). In addition to exciting development opportunities, we offer competitive working conditions and benefits, a bonus scheme, as well as a varied learning and development programmes.

Please send your resume and cover letter, or any questions related to the role, to the following e-mail address: career-emea@kekstcnc.com

We look forward to your application!

Kekst CNC is an Equal Opportunity Employer. All qualified applicants will receive considerations for employment without regard to race, colour, age, religion / belief, sex, sexual orientation, gender identity / expression, national origin, disability, marriage and civil partnership status, pregnancy and parental status, or any other characteristic protected under EU, state or local law, where applicable.