



nbxTech | Talent Partner Role

*As trusted talent partner to technology companies our mission is to understand our clients and candidates, along with the ever-changing world of tech. What's different about us? We operate outside of the box, digging below the surface to harness the *true potential* of our candidates. At nbxTech, we connect business and talent—real talent.*

Role

We are looking for a Talent Partner / Technical Recruiter to join our team and help us grow technical teams for our clients. The recruiters responsibilities include sourcing, screening and providing a shortlist of qualified candidates for various technical roles. You will also network online and offline with potential candidates to promote our employer brand, reduce our time-to-hire and ensure we attract the best professionals and brightest minds. Ultimately, you will build a strong tech talent pipeline and help hire skilled employees for our open IT positions.

Responsibility

- Source potential candidates on niche platforms, like Stack Overflow and Github along with LinkedIn Recruiter
- Parse specialised skills and qualifications in screening IT resumes
- Perform pre-screening calls to analyse applicants' abilities in line with client criteria and competency requirement
- Interview candidates combining various methods (e.g. structured interviews, technical assessments and behavioural questions)
- Coordinate with IT team leaders and hiring managers to forecast department goals and hiring needs
- Craft and send personalised recruiting emails with current job openings to passive candidates
- Participate in tech conferences and meetups to network with IT professionals
- Compose job offer letters
- Promote company brand
- Keep up-to-date with new technological trends and products through seminars and continuous learning.

Requirements

- BSc in Human Resources Management, IT or relevant degree
- Solid understanding of recruitment practices
- Excellent verbal and written communication skills
- Solid knowledge of sourcing techniques (e.g. social media recruiting and Boolean search)
- Familiarity with Applicant Tracking Systems and resume databases
- Technical expertise with an ability to understand and explain job requirements for IT roles
- Hands-on experience with various interview formats (e.g. phone, video conference and structured)
- Proven work experience as a Recruiter

To apply or for further detail on the role please reach out to Niall Gleeson (Head of Talent Strategy) | niallg@nbxtech.ie