

Talent Acquisition Specialist GTM SaaS

Description

Sprinto is a leading platform that automates information security compliance. By raising the bar on information security, Sprinto ensures compliance, healthy operational practices, and the ability for businesses to grow and scale with unwavering confidence. We are a team of 200+ employees & helping 1000+ Customers across 75+ Countries. We are funded by top investment partners Accel, ELEVATION & Blume Ventures and have raised 32 Million USD in funding including our latest Series B round. The Role As a Talent Acquisition Specialist at Sprinto, you will be crucial in building our teams across various functions. We seek a highly qualified and talented professional with 4-6 years of experience in talent acquisition. The successful candidate will be responsible for sourcing, attracting, and hiring top-tier talent on a global scale. You will collaborate closely with hiring managers and cross-functional teams to understand talent needs, develop effective recruitment strategies, and ensure a seamless candidate experience.

Responsibilities

- Partner with hiring managers and stakeholders to identify talent needs and develop comprehensive recruitment strategies to attract top talent.
- Utilize a variety of sourcing methods, including online platforms, social media, networking events, and industry-specific channels to identify and engage potential candidates.
- Conduct thorough candidate assessments, including resume screening, phone and video interviews, and in-person interviews, to evaluate candidates' qualifications and cultural fit.
- Manage end-to-end recruitment processes, including job postings, interview scheduling, feedback collection, offer negotiation, and onboarding procedures.
- Build and maintain a strong candidate pipeline for current and future hiring needs, ensuring a continuous flow of qualified candidates.
- Develop and maintain strong relationships with external recruitment agencies, universities, professional organizations, and other talent sources to expand the talent pool.
- Stay up-to-date with industry trends, market conditions, and recruitment best practices to enhance the talent acquisition process and ensure compliance with legal and ethical standards.
- Provide regular reports and updates on recruitment metrics, including time-to-fill, source effectiveness, candidate conversion rates, and other key performance indicators.
- Act as a brand ambassador for Sprinto, promoting our values, culture, and opportunities to prospective candidates.

Requirements

- 4-6 years of experience in talent acquisition, preferably with a focus on global recruitment, B2B SaaS preferred.
- Proven track record of successfully sourcing and hiring top talent in a competitive market.
- Strong knowledge of various recruitment channels, including online platforms, social media, and professional networks.
- Excellent interviewing and assessment skills to evaluate candidates' technical and behavioral competencies.
- Familiarity with applicant tracking systems (ATS) and other HR software tools.
- Exceptional communication and interpersonal skills to establish rapport with candidates, hiring managers, and stakeholders.
- Ability to work in a fast-paced environment and manage multiple priorities simultaneously.
- Strong problem-solving and decision-making abilities, with a focus on delivering results.
- Experience working in a global or multicultural environment is preferred.

Benefits

- Remote First
- 5 Days Working With FLEXI Hours
- Group Medical Insurance (Parents, Spouse, Children)
- Group Accident Cover
- Company Sponsored Device
- Education Reimbursement Policy
- Unlimited leaves

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Hiring organization

Sprinto

Job Location

Bengaluru

Base Salary

\$ 55000 - \$ 85000

Date posted

June 7, 2024

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Contacts

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