

elevMed

WE ARE LOOKING FOR YOU!

TALENT PARTNER



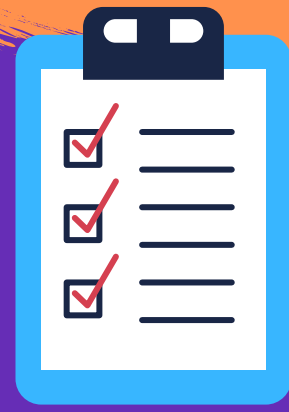
WHO ARE WE?

At Elemed, we recruit the people that get amazing medical technology to patients all over the world. From life-saving products such as artificial hearts to innovative cancer-fighting radiotherapy machines, the people we place truly change lives and we are proud to be a part of that.

Our clients range from startup companies of 5 people to global corporations with locations all over the world. Today, our focus is roles based in the major European markets like Switzerland, France, Germany, NL, and our aim is to become the overall EU market leader in MedTech talent management. We are in a seriously exciting time of our journey as we look to scale and grow to meet unprecedented market needs.

Our recruiting style is focused on building and converting long-term relationships with our candidates and companies, providing excellent candidate and customer experience, and nurturing talent, not only when they are looking for a job but throughout their careers. We do this through our unique community-led initiatives such as Elemed's Mentoring, our podcast, our exclusive community group, Elemed's RQC Network, and more.

YOUR MISSION




As talent partner (360) you will be responsible for creating an exceptional candidate and customer experience with our community. You will be the face of the company towards candidates and customers within your specific market. Your mission will be to win business, build relationships, network, manage client relationships and recruit potential candidates within your market.

We strive to be ethical, knowledgeable, and a genuine partner not only to our customers but to our candidates. You will be expected to uphold those values whilst becoming a valued member of our team. This role is targeted, and you are expected to meet those targets.




COMPANY FACING RESPONSIBILITIES

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- Developing long-term relationships and partnerships with clients by building an understanding of their structure, culture, hiring needs, and preferences
 - Building strong commercial and long-term relationships with clients
 - Work collaboratively with other business areas (marketing/delivery) to leverage opportunity and develop joined-up propositions
 - Training new members of the team
 - Understanding client requirements at both a strategic and tactical level to offer the best business solutions
 - Be the team's role model, leading by example and demonstrating what success in recruitment looks like
 - Leveraging Elemed solutions across all areas of talent management, having responsibility for pitching, winning business, negotiating new contracts, and developing custom proposals in order to best serve our clients' needs
 - To achieve personal KPIs and sales targets

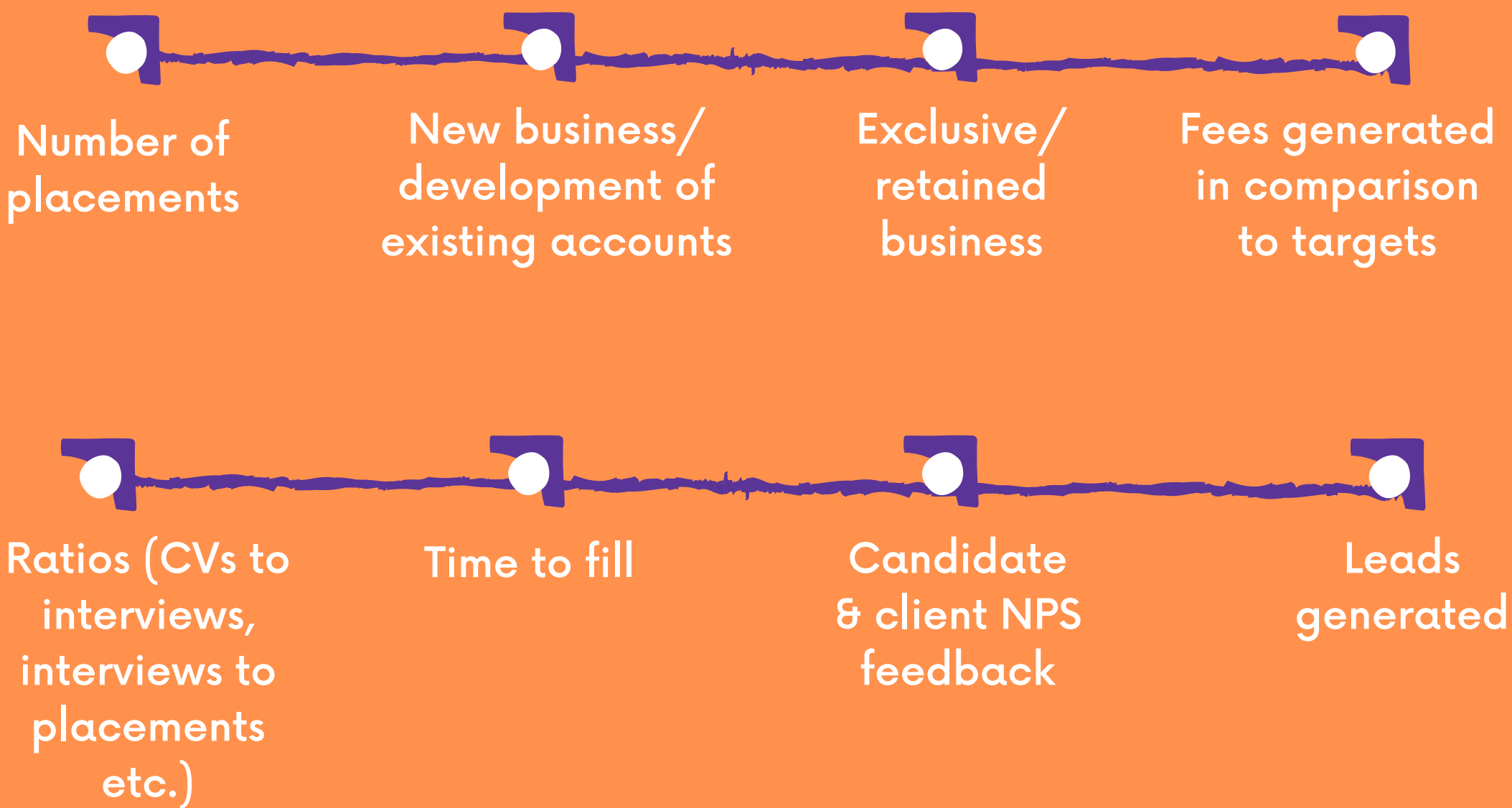


CANDIDATE FACING RESPONSIBILITIES

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- You will inherit a warm desk and be responsible for nurturing and developing these relationships, with our talent community
 - (Creative) Headhunting and market mapping (figuring out who works where and who knows who) to establish yourself as the “go-to” talent scout in your market
 - Managing contact with candidates; i.e messaging, initial prescreens, through to offer negotiation and start date follow up
 - Converting target cold candidates to warm candidates within our community
 - CV preparation and own administration
 - Any other relevant ad-hoc duties as required by the Director
 - Running search campaigns both online, on the phone, and by using your own creativity to identify candidates within the market
 - Keeping a finger on the pulse of Mergers, Acquisitions, and anything that might lead to movement within the market, headhunting, and reaching out to candidates to propose them new opportunities
 - Providing interview coaching, general career advice, and proposing other Elemed solutions such as Elemed Mentoring Academy to our talent pool
 - Using our customised CRM to manage, update, record, and document all conversations, candidate records, and actions
 - Drive leads through CV profiling, reference checking, candidate interviewing, and questioning
 - To uphold the company’s values and service

Success

How is the role measured?

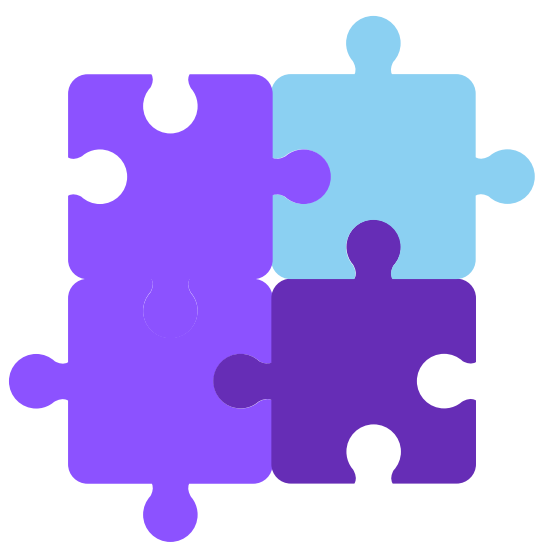




Why join us?

- No red tape, no company politics, and a fast moving decision-making process
- Economic stability - even though we are a small enterprise, we have enough money in the bank to fund our ambitious growth plans
- Flexibility - we believe in playing to everyone's strengths and shaping the role around your key skills
- A chance to really help build something, and have an impact on the future of our business
- Minimal admin - we want as much of your time as possible to be focussed on recruiting and relationship building and we have cut away almost all of the admin side of the job (we have a really cool tech stack to facilitate this)
- A huge opportunity to fast-track your career as the team and company grows

OUR VALUES



COLLABORATION

We are a team with a common purpose. We share, we support, we celebrate. Collaboration is the key to our success.



HONESTY

We believe in transparency and two-way communication. Be straightforward, upfront and supportive.



STRIVING FOR EXCELLENCE

We don't settle for average. We work hard to exceed expectations. We are passionate about everything we do.



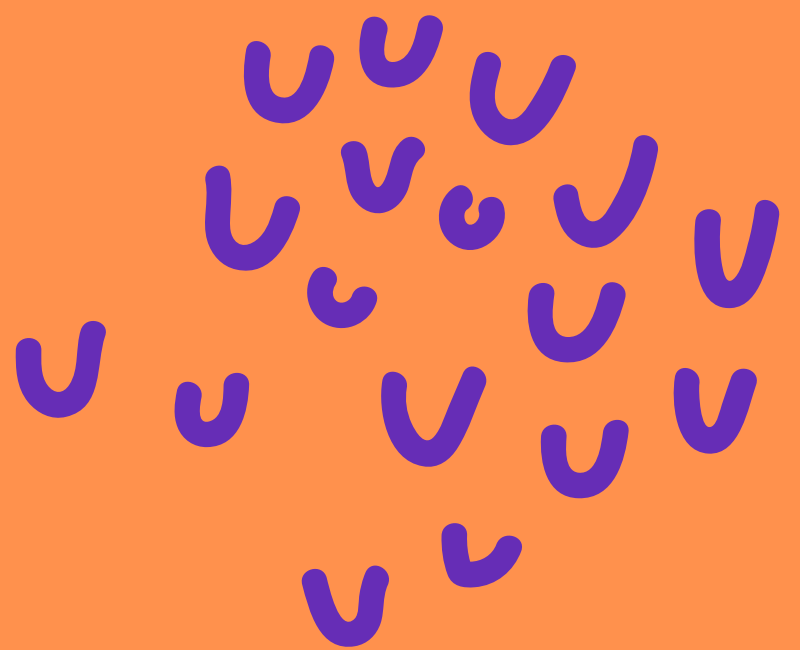
FORWARD THINKING

We do things differently. We find creative and innovative solutions for our community. We lead the way.



WHAT WE ARE LOOKING FOR?

This role is perfect for someone who loves the essence of a 360 role and keeping multiple plates spinning. You need to be great at working with people, building relationships and problem solving. If you want to move your relationships from just “well known recruiter” to trusted talent adviser and business partner, this is the role for you.



KEY EXPERIENCE



- Honest, upfront and direct communication style
- Experience recruiting in a technical market
- Resilient, creative, curious, process driven, and able to build relationships
- Track record overachieving targets
- Ideal: you speak a second language
- Strong search skills: using LinkedIn recruiter, advanced Boolean search, headhunting, lead generation, CV stripping
- Independent, works with urgency, and is a sponge

We don't just place
people into jobs

We transform lives

Send your CV to **elena@elemed.eu** for a
confidential career discussion.

Good luck!



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