

Sr. Recruitment Officer, APAC

Location: India

ABOUT FLUENCE

Fluence, a Siemens and AES company, is the global market leader in energy storage technology solutions and services, combining the agility of a technology company with the expertise, vision and financial backing of two well-established and respected industry giants. Building on the pioneering work of AES Energy Storage and Siemens energy storage, our goal is to create a more sustainable future by transforming the way we power our world. Providing design, delivery and integration, Fluence offers proven energy storage technology solutions that address the diverse needs and challenges of customers in a rapidly transforming energy landscape.

Fluence currently has more than 2.4 gigawatts of projects in operation or awarded across 24 countries and territories worldwide. We topped the Navigant Research utility-scale energy storage leaderboard in 2018 and were named one of Fast Company's Most Innovative Companies in 2019. In 2020, our sixth-generation Tech Stack won Commercial Technology of the Year at the 22nd annual S&P Global Platts Global Energy Awards.

Leading

Do others come to you for your subject matter expertise? Are you excited by the challenge of working in a start-up atmosphere with a purpose?

We are looking for someone with full cycle recruiting experience in Asia Pacific specifically from talent sourcing and attracting candidates to interviewing and hiring. He or she will be involved in all recruiting activities related to the attraction and selection of top diverse talents utilizing online job boards, social media, partnerships, and community relations.

Responsible

Fluence is defined by its unwavering commitment to safety, quality, and integrity. We take personal ownership in what we do, developing trust in our relationships with internal and external stakeholders. We firmly believe in having honest, forthcoming, and fair communications.

- Engage in recruitment briefings with the Hiring Manager to gain further understanding of the vacancy, role specifics, job description, person specification, timeframe and salary budget, and other specific hiring requirements for the role.

- Actively source external candidates using LinkedIn talent insights, other social media and employ pro-active resourcing to build a robust pipeline of candidates.
- Review resumes, credentials and qualifications for appropriate skills, experience, and knowledge of candidates in relation to position requirements.
- Evaluate and shortlist best qualified candidates for endorsement to hiring managers.
- Liaise with applicants to provide updates and feedback.
- Actively engage potential candidates on social media by sharing company news and initiatives, continuous networking, posting winning adverts and messaging active and passive talents.
- Assist in successful implementation and monitoring of global/regional TA tool or application across APAC.
- Assist in designing process maps and determine initial level of support for the ATS tools, job boards and participate in the execution of global recruitment processes and digital tools.
- Perform other recruitment related functions for APAC in support of Regional initiatives.
- Participate in team projects and initiatives as a pursuit to development.
- Stay informed of trends and innovative recruiting techniques to remain competitive in cutting edge, state-of-the-art recruiting practices.
- Assist in designing or revising recruitment tools and templates for better efficiency.
- Sourcing, pooling, assessment and scheduling of candidates for various reqs
- Build and maintain talent pipeline; Develop a pool of qualified candidates.
- Coordination with hiring managers on candidate status, scheduling and feedback
- Scheduling/Coordination with provider /agencies for select positions.
- Documentation, (VRF, JD repository) Reports and Support

Onboarding:

- Gathering of pre-employment requirements, and follow-up with chosen candidates
- Onboarding and Employee Records
- Preparation of employment contracts
- Collection, storage, and retrieval of pre-employment documents, reference check results, contracts, employee memos, through the virtual 201 file system
- Updating of employee status and tax exemptions
- Enrollment and/or update of employee IDs (SSS, Pag-ibig, and Philhealth Identifications)
- Enrollment/Renewal of employee HMO
- IT Tools – In coordination with IT team
- Preparation of Employment Certificates; ID's, Physical Access as needed

Agile

Here at Fluence, we strive to continuously improve, be intellectually curious and be adaptive to our customers and employee's needs. Collaboration is key, both in our partnerships with our customers, and with each other. Fluence prioritizes the most critical efforts that allow for the greatest impact.

- Must have a wide range of connection / tight-up with recruitment partners that will support sourcing.
- Extensive experience in data processing of manpower
- Possess strong attention to details; good client management skills and is able to anticipate gaps and issues thoroughly.
- Good planning, time management and situation analysis skills.
- Strong interpersonal and communication skills.
- Good work ethics and integrity
- A flexible team player with proven ability to work in a diversified culture.
- Ability to build strong relationships, with internal and external contacts, promoting the employment brand of Fluence.

Key Qualifications:

- Strong resourcing/recruiting background in similar industry is preferred.
- A degree in HRM/Business Studies/Psychology and related discipline.
- At least 5 to 8 years of working experience in a multinational company within a similar industry, shared services, or in an international recruitment agency.
- Proven work experience with regional recruitment background and exposure handling various countries in Asia Pacific.
- Solid ability to conduct different types of interviews (structured, competency-based, technical etc)
- Hands on experience with various selection processes (video interviewing, phone interviewing, reference check etc)

Fun

Working on transforming a fundamental part of our society is exciting and fulfilling. It requires creativity, diversity of ideas and backgrounds, and building trust to effect change and move with speed. We respect our coworkers and customers. We listen to what others have to say, and we are inclusive.

GET IN TOUCH

Please send your resume and cover letter to careers@fluenceenergy.com.

Fluence IS AN EQUAL OPPORTUNITY EMPLOYER and fully subscribes to the principles of Equal Employment Opportunity to ensure that all applicants and employees are considered for hire, promotion, and job status without regard to race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, marital or familial status.