

Senior Recruitment Officer EMEA (m/f/d)

Location: Germany, United Kingdom, Netherland, Ireland

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. In 2021 we topped the Guidehouse utility-scale energy storage leaderboard and were also named one of Fast Company's Most Innovative Companies. 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 scale-up atmosphere, and in a fast growing company with a purpose?

We are looking for someone with full cycle recruiting experience 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. In this position you will be responsible for:

- Full-cycle recruitment with a deep identification with the company needs and directly contribute to the further development of our recruiting strategy
- Design and execute search strategies across multiple functions and source talents in various ways (active and passive) to attract and engage the best talent for Fluence; Build and maintain talent pipeline, and talent pool
- Partner with hiring managers and teams to build effective (Tech) sourcing, assessment, and closing approaches with an ability to manage customer/partner expectations through a deep understanding of business goals
- Keep an overview of our hiring needs, report and drive the efficiency of our recruiting process; Stay informed of trends and innovative recruiting techniques to remain competitive in cutting edge, state-of-the-art recruiting practices
- Ensure an exceptional candidate experience and act as a candidate advocate
- Initiate talent acquisition projects with the purpose of continuously improving the quality of our recruitment processes and strengthening our employer brand
- Actively engage potential candidates on social media by sharing company news and initiatives, continuous networking, posting winning adverts and messaging active and passive talents
- Full-cycle onboarding, and employee records for gathering of pre-employment requirements

Agile

Here at Fluence, we strive to continuously improve, be intellectually curious and be adaptive to our customers and employees' 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.

The ideal candidate will have the following skills and qualifications:

- A Bachelor or Master degree in HRM/Business Studies/Psychology or related discipline, and at least 5 to 8 years of full lifecycle recruiting experience within in a multinational company within a similar industry, shared services, or in an international recruitment agency
- The ability to identify the most efficient candidate pipeline channels and strategies to inspire and attract candidates, and guide them successfully through the recruiting process
- Experience in recruitment data analytics, and in working with HR databases, Applicant Tracking Systems (ATS), and Candidate Management Systems (CMS), and LinkedIn Recruiter, XING, HoneyPot, and Boolean search experience

- Strong relationship building and networking skills, high client focus, and commitment to continuous improvement inclusive promoting the employment brand of Fluence
- Ability to organize skills assessment centers (in tray activities, work samples, psychometric and IQ/EQ tests, etc); Solid ability to conduct different types of interviews (structured, competency-based, technical etc)
- Knowledgeable in labor laws in Germany, UK, Ireland, and various EMEA countries is a plus
- A flexible team player with proven ability to work in a diversified culture and hands-on mentality, excellent communication and interpersonal skills, strong decision-maker, good work ethics and integrity

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.

We are always looking for employees who are excited by challenges and the opportunity to be problem-solvers. Our entrepreneurial mindset allows for creativity, sense of urgency and fulfillment. Our employees love what we do and are passionate about the way we power our world. We are a small HR team, looking for an experienced and passionate recruiter who can help Fluence's upward trajectory and therefore our need to fill positions on a constant basis. We have a strong desire to detect, attract and retain top talent and believe the best candidate will help us do so.

GET IN TOUCH

Please send your complete application documents including language skills, education certificates, work references and cover letter at careersgermany@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.