

ConnectingChemistry

Brenntag is the global market leader in full-line chemical distribution. Headquartered in Mülheim an der Ruhr, Germany, the company operates a global network with more than 530 locations in 74 countries. In 2015, the company, which has a global workforce of more than 14,000 employees, generated sales of EUR 10.3 billion (USD 11.5 billion).



Our team currently has an opening:

Job Title: Executive Recruiter
Team: Human Resources
Reports to: VP of Human Resources, Brenntag North America
Location: Reading, PA
FLSA Status: Non-Exempt Exempt
Status: Full-time Part-time

Summary of Job Purpose and Function

This position encompasses all stages of the hiring process including partnering with client stakeholders, other talent acquisition professionals, and HR business partners on succession planning, position strategy and candidate requirements, as well as developing sourcing strategies to target and assess top executive talent. Ability to build internal and external networks is key, along with a solid foundation of executive recruiting skills and experience.

Essential Responsibilities and Tasks

- Partner with executives and HR partners to determine current and future executive talent acquisition needs.
- Develop and execute on candidate generation strategies, building a pipeline of executive talent. This includes driving research activities, directly sourcing candidates, and leveraging other team members' networks and sourcing capabilities.
- Qualify, screen and interview prospective candidates, and formulate a client-ready assessment summary for leaders.
- Facilitate an exceptional interview experience for all executive level candidates. Provide feedback to the interviewing team; facilitate the selection of the most-qualified candidates
- Perform in-depth research, industry calibration, and reference checking on all prospects.
- Effectively identify and partner with external recruitment agencies on targeted external searches where necessary.
- Propose, articulate, and close offers (compensation, benefits, relocation, immigration, etc).
- Communicate and collaborate with business partners and stakeholders across the company to stay abreast of technical hiring trends and to share talent.

- Establish, cultivate, and maintain influential partnerships with hiring managers, internal recruiting partners

Experience, Education and/or Training

- BA/BS degree in business, communications, human resources or related discipline and/or equivalent work experience, and 5+ years of executive recruiting
- strong knowledge of competitive landscape in the US and some global market knowledge
- understanding of executive compensation structures and challenges, including the ability to analyze compensation packages and propose appropriately competitive offers
- strong process/systems management, interpersonal, organizational, written, negotiation and presentation skills
- exceptional communications skills and relationship management capabilities.

Advanced skills in Word, Excel, PowerPoint, Outlook, and candidate tracking systems is required.

Brenntag is an Equal Opportunity Employer

Qualified applicants will receive consideration without regard to race, color, religion, sex, national origin, age, sexual orientation, gender identity, gender expression, protected veteran status, disability, or any other characteristic protected by law.