

Solidatus Job Description

Talent Acquisition Manager

Permanent / Competitive Salary / City of London

About Solidatus

Solidatus is a fast-growing software and technology company based in the City of London. Having launched the software in 2017, after years of incubation and testing, Solidatus has solidified its place as one of the most influential and critical new software solutions positioned to help the world's largest data-rich and regulated organisations manage their processes and data.

This is an incredibly exciting time to join Solidatus. In 2020 alone, we announced our strategic investment from Citi, entered Gartner's prestigious Magic Quadrant and were awarded 'Best Data Governance Solution' by the A-Team. We were also recognised by FinTech Global's RegTech100, chosen to support the FCA's Digital Sandbox Pilot and maintained an '100% would recommend' rating on Gartner Peer Insights. Our team has more than tripled in size since the start of the year, collectively supporting in these achievements. 2021 will see us expand into new territories and sectors, continuing at the same rate of growth, and further disrupting the market with our unique, lineage-first solution ... and we're just getting started!

About the Team

The HR & Recruitment team is a new in-house function that plays a pivotal part to the rapid growth of Solidatus. Rapid growth plans means volume recruitment across a wide variety of positions spanning technical positions through to finance, marketing and sales.

We pride ourselves on our recruitment processes in order that we can maintain our high level of employee calibre and importantly our fantastic company culture.

Role

We are looking for a technical in-house talent acquisition consultant who is used to facing off to various teams within a business and who is able to listen to, interpret requirements and take those requirements to market to locate the absolute best talent – globally. You will also be able to turn your hand to working on non-technical positions when required and will hold a high degree of Emotional Intelligence to assess cultural fit suitability for Solidatus.

What we're looking for

Solidatus is being scaled up all around the world, employing people who share our vision. We're looking for people who align with our core values: Strength in Teamwork, Attention to the Customer and to Detail. The kind of person who wants to join a community of ambitious and kind people, all personally and professionally invested in Solidatus' mission.

What you'll be doing

- Ensuring every position recruited for has a Solidatus job spec that passes our content and marketing standards

- Ensure all positions are signed off in our recruitment pipeline with relevant C level authorisation
- Create adverts and use industry knowledge to know where best to place each carefully created job posting
- Field applicants ensuring all applicants, even those rejected, get a response from Solidatus
- Use our applicant tracking system to keep up to date, real time, progress on recruitment across all positions
- First stage telephone pre screen all shortlisted candidates ensuring you are fair and use well thought out screening questions
- Manage CV submissions internally with managers and talk through selected shortlists and recommendations for interviews
- Manage all candidates throughout interview process ensuring they receive a 5* service as a prelude to working at Solidatus
- Work with Universities and attend University careers fairs to attract top graduate talent
- Build networks of hard to find candidates
- Arrange and book all interviews in manager diaries and all recruitment admin including NDAs pre-interview (where applicable) interview confirmations etc
- Assist with managing closing of offers and offer letters
- Assist with welcoming new starters to the team and ensuring they feel welcomed

What you'll need

- Excellent organisation skills: ability to plan and organise work so that it is efficient and effective
- Ability to work in a fast paced environment where things change
- Excellent attention to detail and communication skills both written and verbal
- Ability to juggle a large volume of recruitment positions and work concurrent roles
- Positive attitude: 'can do' approach and willing to give everything a go
- Good punctuality and time management skills

Experience and qualifications

- Technical recruitment experience – recruitment of .net/JavaScript developers or Data recruitment experience highly desired
- Experience working as an in-house talent acquisition consultant facing off to internal clients preferred
- Expertise using headhunting methods on LinkedIn, through networking and word of mouth referrals
- Boolean string searching experience on job boards
- Volume recruitment experience highly desirable

Remuneration & Benefits

- Access to our EMI options scheme
- Competitive salary plus placement bonus, experience-dependent
- All the latest tech you need
- Pension Plan
- Private Health Care
- 24 days' Holiday + Statutory Bank Holidays
- Your birthday off on us
- Eye care
- Cycle to work scheme

Applications:

Interested applicants should send a CV and short description explaining their suitability for the role to careers@solidatus.com.