

HUMAN RESOURCES SPECIALIST – TALENT ACQUISITION



Human Resources Specialist – Talent Acquisition

Are you passionate about recruiting and the candidate experience? Do you thrive on putting the right people in the right position? Are you looking for an opportunity to make your mark with a growing, global organization?

ReSource Pro is seeking a customer-centric recruiter to join our growing Talent Acquisition team as a **Human Resources Specialist**. You'll partner with hiring managers and the Talent team to identify, engage, and select the talent we need to grow our teams in Lincoln, New York, and across the US! We're seeking a partner who understands the importance of building relationships and crafting an incredible candidate experience.

We hire the best, because our service is only as good as the people delivering it. We're committed to hiring individuals who engage in our amazing culture and embrace our core Values: Commitment to Community, Teamwork, Passion for Excellence, Service Centric, and Best Self.

What you'll do:

- Develop engaging job postings to attract the right candidates for a variety of niche positions
- Collaborate with hiring managers to identify the appropriate recruitment strategy and selection process to fill positions
- Independently manage the entire recruitment lifecycle for assigned roles
- Support recruitment process design for new roles and drive continuous hiring process improvements
- Evaluate, screen and recommend top candidates to hiring managers
- Facilitate pre-hire assessments and coordinate a variety of in-person and remote interviews
- Collaborate with college and university partners, attend campus recruiting events, and identify opportunities for campus involvement
- Work closely with the Talent Acquisition team and Hiring Managers to drive the ultimate candidate experience
- Contribute to recruitment branding strategy and initiatives on the ReSource Pro career page, social media platforms, and job boards
- Contribute to Talent team initiatives and projects in the areas of social media, campus relations, talent analytics and talent assessments to drive continuous improvement

What you need to have:

- 4+ years' experience in human resources, with a focus on talent acquisition or recruitment
- A bachelor's degree
- Ability to juggle multiple processes, positions, tasks and hiring managers
- Experience recruiting and hiring for positions in a variety of US locations preferred
- Experience fulfilling niche roles highly preferred
- Incredible attention to detail and commitment to process improvement
- Excellent verbal and written communication skills in person, over the phone and by email
- Passion for developing new ideas for attracting candidates
- Willingness to give fist-bumps

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Work Perks:

- Relaxed business casual dress code
- Generous PTO plan with paid holidays + floating holidays
- 100% paid employee healthcare on Day 1
- Eligible for all medical, dental, and vision benefits Day 1
- 401K with employer match, vested Day 1
- Amazing work culture in a hip downtown office
- Opportunity to work with Global Teams

If you are excited by the opportunity, ***APPLY NOW!***

About Us:

ReSource Pro brings to the insurance industry tools, technology and strategic services that enable profitable growth through operations excellence.

Headquartered in New York, ReSource Pro's global service centers address client operational needs around the clock. Recognized as an industry thought leader and listed as one of Inc. 500/5000 Fastest Growing Private Companies annually since 2009, the company is renowned for its focus on innovation, service excellence and trusted partnerships, and its unique productivity platform for insurance operations.

Over 4,000 ReSource Pro employees provide dedicated support to hundreds of insurance organizations, consistently achieving a 97% client retention rate for over a decade.