



Job Description

Are you looking to join a dynamic Recruiting team who wants to make an impact in the business? Are you self-driven and motivated? Do you have solid skills in... relationship building, identifying top talent, and developing recruiting strategies? Can you showcase your ability to identify, attract, assess, and acquire industry leading talent? If YES...

Ameritas is seeking an experienced **Recruiter** to join our Talent Acquisition team. The Recruiter will build relationships with business leaders across the organization, consult hiring managers on best hiring practices, and conduct full life cycle recruitment including leading proactive recruitment activities, sourcing, screening, assessing, negotiating offers and ensuring a smooth hiring process. This position will focus on filling high volume entry-level roles.

Location

- This is a hybrid role working partially in-office and partially from home.

What you do:

- Lead full-cycle recruitment efforts, including job posting, sourcing, screening, interviewing, offer development, negotiation, and onboarding support.
- Partner with hiring managers and business leaders to develop and execute effective recruitment strategies for open positions.
- Serve as a trusted advisor by providing guidance on talent market conditions, candidate assessment, hiring decisions, and recruitment best practices.
- Collaborate with leaders to define position requirements, ideal candidate profiles, and hiring timelines to ensure successful outcomes.
- Develop and implement innovative sourcing strategies to attract and engage top active and passive talent.
- Create compelling job descriptions and postings that effectively communicate opportunities and strengthen the Ameritas employer brand.
- Conduct candidate screenings, interviews, and assessments, making informed recommendations to hiring managers.
- Build and maintain strong talent pipelines through networking, market research, community involvement, and relationship management.
- Partner with Compensation and hiring leaders to develop competitive offers and successfully negotiate employment terms with candidates.

- Foster strong relationships with stakeholders by providing regular updates on candidate pipelines, hiring progress, interview feedback, and recruiting metrics.
- Network within the community to find top talent and build our brand

What you bring:

- Bachelor's degree or equivalent work experience required
- 1-3+ years of progressive full-life cycle recruiting experience in a corporate and/or search firm environment required
- Excellent interpersonal and communication skills, with proven ability to take initiative and build strong, productive relationships
- Experience building and utilizing a variety of sourcing plans and tools
- Pipelining and passive recruiting experience
- Ability to manage multiple projects with assigned time frames.
- Work with a sense of urgency handling multiple high priorities
- Results-oriented and driven to achieve and exceed goals

What we offer:

A meaningful mission. Great benefits. A vibrant culture

Ameritas is an insurance, financial services and employee benefits provider. Our purpose is fulfilling life. It means helping all kinds of people, at every age and stage, get more out of life.

At Ameritas, you'll find energizing work challenges. Flexible hybrid work options. Time for family and community. But dig deeper. Benefits at Ameritas cover things you expect -- and things you don't:

Ameritas Benefits

For your money:

- 401(k) Retirement Plan with company match and quarterly contribution.
- Tuition Reimbursement and Assistance.
- Incentive Program Bonuses.
- Competitive Pay.

For your time:

- Flexible Hybrid work.
- Thrive Days - Personal time off.
- Paid time off (PTO).

For your health and well-being:

- Health Benefits: Medical, Dental, Vision.
- Health Savings Account (HSA) with employer contribution.
- Well-being programs with financial rewards.
- Employee assistance program (EAP).

For your professional growth:

- Professional development programs.
- Leadership development programs.
- Employee resource groups.
- StrengthsFinder Program.

For your community:

- Matching donations program.
- Paid volunteer time– 8 hours per month.

For your family:

- Generous paid maternity leave and paternity leave.
- Fertility, surrogacy, and adoption assistance.
- Backup child, elder and pet care support.

An Equal Opportunity Employer

Ameritas has a reputation as a company that cares, and because everyone should feel safe bringing their authentic, whole self to work, we're committed to an inclusive culture and diverse workplace, enriched by our individual differences. We are an Equal Opportunity/Affirmative Action Employer that hires based on qualifications, positive attitude, and exemplary work ethic, regardless of sex, race, color, national origin, religion, age, disability, veteran status, genetic information, marital status, sexual orientation, gender identity or any other characteristic protected by law.

Application Deadline

This position will be open for a minimum of 3 business days or until filled.

This position is not open to individuals who are temporarily authorized to work in the U.S.