



Job Title:	Senior Recruiter – Commercial & R&D (Sr. Talent Acquisition Specialist)
Location:	Jacksonville, FL
Employment Status:	Full-Time
Reports To:	This position will report to HR Director
Travel (%):	< 10 %
<u>Major Roles & Responsibilities</u>	<p>Kraton Corporation is looking to hire a new member of our HR team in Jacksonville, FL. The Senior Recruiter (Sr. Talent Acquisition Specialist) will work to implement talent acquisition strategy for the company including assisting with the talent acquisition change management (process development, training and communications) activities.</p> <p><u>Major Roles & Responsibilities:</u></p> <ul style="list-style-type: none"> • Manages all aspects of recruitment process - from work with hiring managers, sourcing, and evaluating fit with the organization. • Determines appropriate method for talent sourcing strategy and manages (third-party sourcing assistance, direct screening, employee referral) budgets and performance (of outsourced partners). • Ensures position identified has been approved and ensures that key metrics are reviewed for cost/hire, quality of hire and time-to-fill and responsible for ensuring continuous improvement in results and process. • Source, recruit, interview, select and present candidates for opportunities and to maintain an active candidate pipeline of qualified candidates. • Identify and establish relationships with recruiting partners/vendors, universities as necessary. • Coordinates with hiring managers, HR Business Partners, and HR Coordinators to ensure all administrative processes are complete, once accepted offer, including background checks, drug screens, and onboarding. • Act as liaison with area employment/temporary agencies and manage the process for use of temporary agency personnel. • Develops process improvements and communicates same to hiring managers and HR team members. <p><i>The statements above are intended to describe the general nature and level of work performed by employees assigned to this classification. Statements are not intended to be construed as an exhaustive list of all duties, responsibilities and skills required for this position.</i></p> <p><i>Kraton's internal talent acquisition team manages our recruiting efforts and from time to time works with pre-selected/pre-approved external staffing agencies. We do NOT accept unsolicited resumes or candidate referrals from recruiters and/or agencies who are not pre-selected/pre-approved.</i></p>
<u>Skills and Experience</u>	<ul style="list-style-type: none"> • Bachelor's degree in relevant field, required • HR certifications (e.g. SPHR, PHR) are a plus, but not required • Minimum of 10+ years of relevant recruitment / selection experience and / or HR generalist experience. • Ability to influence managers, candidates, and outsourced partners and drive selection of quality hires. • Experience in recruiting in fast-paced environment is a plus. • Demonstrated ability to collaborate across multiple business teams and HR team. • Demonstrated understanding of applicable HR legal issues related to employment.
<u>How to Apply</u>	Submit your resume to jobs@kraton.com