

Formal JD

Title: Talent Acquisition Manager

Company: Kinetic

Location: Milton Keynes/Hybrid

Discover Kinetic: At Kinetic, we are more than just a software company; we represent a movement. As global leaders in student accommodation, event management, room management, and catering management solutions, we are at the forefront of transforming the higher education sector. Our pledge? To connect, inspire, and elevate every experience. From our UK headquarters, we support leading universities and colleges globally, embarking on a mission to forge a brighter future for students in higher education. Our journey is marked by a remarkable +20% organic growth, a testament to our relentless pursuit of excellence and innovation. But that's not all! We're proud to dominate the sector with a whopping 85% market share, a clear indicator of our unparalleled influence and the trust institutions place in us.

Why This Role Matters: As our Talent Acquisition Manager at Kinetic, your role transcends a conventional job. You will be at the helm of shaping the future of higher education solutions, collaborating with passionate professionals, driving innovation, and making a tangible impact daily.

Your Role & Responsibilities: As our Talent Acquisition Manager, you will:

- Work with managers to establish hiring needs and build job descriptions and adverts.
- Use multiple sourcing and advertising techniques to find suitable candidates.
- Carry out initial screening, participate in interviews and lead on the recruitment process.
- Ownership and development of our EVP.
- Ensuring onboarding is robust and slick.
- Owning and developing our process, framework, and structure for Talent Acquisition.
- Support managers with training and workshops on good recruitment.

Your Skills:

- Proven experience as an internal recruiter within the tech sector.
- 3+ years in a recruitment role.
- Demonstrable experience owning and building a recruitment framework in a standalone role.
- A creative thinker, using innovative tools and methods to improve our Talent Acquisition.
- A self-starter with energy and enthusiasm.

Perks of Being Part of the Kinetic Team:

- **Awesome Workspaces:** Enjoy the latest tech, breakout spaces, and the finest coffee, irrespective of your Kinetic office location!
- **Be Authentically You:** Whether your style is casual or formal, we embrace your uniqueness.
- **Flexible Working:** We acknowledge life's unpredictability and offer flexibility to help you maintain a balance.
- **Discounts & Savings:** Benefit from our flexpot benefits, featuring an annual allowance for healthcare, gym memberships, holiday transactions, and a plethora of online and in-store discounts.

- **Training & Development:** We prioritise growth, offering access to top-tier training, professional courses, and conferences.
- **A Fantastic Team:** Engage in spontaneous outings and grand celebrations, like our recent 25th Anniversary event.
- **Annual Bonus:** Your dedication is rewarded with a generous annual bonus when Kinetic thrives.
- **And Much More:** Life assurance, sick pay, community days, wellbeing days, generous holidays, social nights, video games, and more await you!

Our Impact: Kinetic is the technology partner of choice for over half of UK and Irish universities, 60 trendsetting North American institutions, and iconic landmarks like the Lords Cricket Ground and the esteemed Merlin Group. Our software isn't just robust – it's revolutionary. We embody a zest for life, unwavering determination, and a touch of fun. Our collective spirit is devoted to creating memorable experiences for our customers while ensuring unparalleled growth and returns. Our core values define us:

- **Empowerment:** We are champions of change, empowered to make a lasting impact.
- **Community:** People are the heartbeat of our Kinetic community.
- **Innovation:** We are committed to continuous innovation, ensuring our customers always experience the best.
- **Evolution:** We are on a trajectory of growth, aspiring to make tomorrow outshine today.

Our Locations: From our bustling hubs in Milton Keynes and Ludlow, our team of passionate innovators fuel our vision, driving change and making a significant difference in the world of higher education.

Be Part of the Constellation Legacy: We are a shining entity under the expansive umbrella of Constellation Software Inc., a global software powerhouse. Kinetic is a subsidiary of Volaris, which is a part of Constellation. Being part of this group offers numerous benefits such as access to a vast pool of talent, sharing of best practices, benchmarking, and learning opportunities. With us, you can broaden your horizons and tap into a wealth of knowledge.

Ready to Ignite the Future? Embark on a career that mirrors your dynamism, passion, and aspirations. Join Kinetic and shape the future of Higher Education, embracing a profession that resonates with your vibrant energy. Kinetic is an equal opportunity employer, fostering diversity and committed to creating an inclusive environment for all employees.