

Job Title: **Recruitment Director**

Location: **Oldbury**

Company: **Proffer Solution Ltd**

Reports To: **CEO/EPD**

Date: **04/06/2025 – 04/06/2025**

Position Overview:

We are seeking a highly qualified and experienced Recruitment Director to join our esteemed staffing organization. The successful candidate will demonstrate extensive expertise in recruitment methodologies, a proven track record of effective leadership, and the ability to inspire and guide a team of recruitment professionals. In this pivotal role, you will be responsible for developing and executing strategic recruitment initiatives, optimizing processes, and ensuring the delivery of exceptional talent acquisition solutions to our clients. Collaborating closely with senior leadership, you will align recruitment strategies with overarching business objectives, maintain an acute awareness of industry developments, and strengthen the firm's competitive positioning within the marketplace. The Recruitment Director will play a key role in promoting a compelling employer brand, implementing innovative recruitment strategies, and cultivating relationships with high-caliber candidates. Additionally, you will leverage recruitment analytics to inform decision-making, drive operational efficiency, and achieve measurable results. Your leadership will be instrumental in fostering a culture of excellence, empowering the recruitment team to consistently attract and secure top-tier talent. If you are a forward-thinking, results-oriented professional with a profound commitment to excellence in recruitment, we invite you to submit your application for consideration.

Key Responsibilities

- Develop and execute the overall recruitment strategy in alignment with business objectives.
- Lead and mentor the recruitment team to ensure high performance and professional development.
- Cultivate strong relationships with key stakeholders to understand their talent needs and drive effective recruitment solutions.
- Monitor and analyze recruitment metrics to assess the effectiveness of hiring processes and make data-driven decisions.
- Oversee the full recruitment cycle, including sourcing, interviewing, and onboarding of candidates.
- Identify and implement innovative recruitment methods and technologies to enhance talent acquisition.
- Manage the employer branding initiatives to attract top talent and showcase the company's values and culture.

Requirements:

- Bachelor's degree in Human Resources, Business Administration, or a related field; a Master's degree is preferred.
- Proven experience in a senior recruitment role, preferably as a Recruitment Director or similar position.
- Strong understanding of recruitment best practices and methodologies within the staffing and recruiting industry.
- Demonstrated ability to lead and develop a high-performing recruitment team.
- Excellent interpersonal and communication skills, with the ability to build rapport with diverse stakeholders.
- Proficiency in using applicant tracking systems (ATS) and other recruitment software.
- Ability to analyze data and metrics to drive recruitment strategy and improve efficiency.

Application Process:

Interested candidates are invited to submit their resumes and a cover letter detailing their qualifications and experience to applications@proffersolutionltd.co.uk. The company is committed to diversity and inclusion and encourages applications from all qualified individuals.

Proffer Solution Ltd is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

Proffer Solution Ltd (Oldbury Branch)/ Suite 6, Giant Storage Building, The Court House, Oldbury Ringway, Oldbury B69 4JN

Website : www.proffersolutionltd.com / www.proffersolutionltd.co.uk **Email :** info@proffersolutionltd.co.uk

Tel: 0121 630 4005 **WhatsApp:** +447459 890837