

# Talent Specialist - International



**Reports to: Head of Talent**

**Key relationships: CMs, AMs, HR, External stakeholders**

**Authority levels: As agreed by Manager**

## WHY YOU'RE HERE

At BestStart, we stand up and stand out for our children, families and communities. We're leaders in the early childhood sector, we make a difference and we love what we do. We pride ourselves on being an inclusive team. We encourage our people to bring their unique selves to work. It doesn't matter who you are, if you're passionate about making a difference, you belong here.

### WHAT YOU'LL DO

- Be a wonderful and passionate brand ambassador for BestStart – you will know all about what we offer to attract the best talent.
- Drive an efficient, end-to-end recruitment process for international talent to meet current and future workforce needs.
- Serve as the go-to expert on international recruitment, including trends, sourcing initiatives, and marketplace practices.
- Be responsible for client relationships with international sourcing partners, supporting seamless collaboration.
- Partner with internal stakeholders to align recruitment initiatives with organisational goals and workforce planning.
- Ensure exceptional candidate and client experience throughout the recruitment process.
- Create great talent pools.
- Candidate obsessed – time and time again you will deliver a phenomenal candidate experience.
- You will get underneath the insights and opportunities to drive action, operate at pace to differentiate ourselves from our competitors.
- Relentless focus on streamlining and thinking about how we can do things differently to improve both the candidate experience and our recruitment processes. You will be an innovator in input and output and comfortable with trying out new tech
- You are comfortable with the numbers, reporting and all things digital and data. You keep an eye on the market, understand the competitor landscape and draw on this intelligence to deliver better outcomes.
- Be passionate and curious about AI, LinkedIn analytics and algorithms to target our passive market
- Use our digital and social channels to showcase our employment proposition
- Collaborating with others will be in your DNA. You will draw on the collective strengths to deliver better outcomes. You will be able to inspire your fellow colleagues to action and deliver initiatives with many moving parts. You won't think twice about helping others out in the team (you are happy to take on any other duties as required)
- Role model our values

## HEALTH & SAFETY

- Actively promote and role model health & safety awareness
- Complete health & safety training as required
- Identify, report and escalate risks, health, safety and environmental hazards within the workplace and take appropriate action
- Understand and meet, any legally binding health & safety regulations relevant to the workplace

## THE SKILLS, KNOWLEDGE AND EXPERIENCE YOU'LL NEED

- Significant recruitment experience, ideally within an international context.
- Strong interpersonal and communication skills with a commitment to delivering exceptional candidate and client experiences.
- Excellent organisational skills and attention to detail.
- Ability to handle multiple projects, prioritise effectively, and follow through on commitments.
- Proficiency in recruitment software and digital tools to streamline processes and gather insights.
- Strategic, growth and innovative mindset, able to think creatively about talent solutions.
- A natural at building relationships built on trust and are a wonderful communicator
- Self-motivated, innovative, reflective and prepared to think beyond the boundaries
- A drive to get things done and never afraid to fail fast and try again
- You're not afraid of a tight deadline and you work comfortably under pressure to manage all priorities.
- Working at pace is a sweet spot for you, you love solving problems and getting the right people around to make decisions