For our client – a global leader in aerospace and advanced power systems – we are looking for a **Regional Talent Acquisition (TA) Lead - EMEA** .

In this role, you will be fully accountable for the delivery, optimization, and evolution of the Talent Acquisition service across the EMEA region. Reporting directly to the Head of TA, you will work in close partnership with business leaders, regional TA Leads, and RPO/outsourced providers to operationalize and execute the global TA strategy.

You will manage the supply-and-demand relationship with internal stakeholders, overseeing the delivery of business-critical hiring needs while aligning employer branding initiatives with regional requirements. Actors as a trusted advisor, you will leverage market insights and expertise to establish best-in-class TA standards and deliver an exceptional candidate and hiring manager experience.

Regional Talent Acquisition Lead

Nr ref.: 264/6/2026/YI/269113/jobs.pl Kraków (małopolskie)

What we offer

- Hybrid work model (min. 2 days from office),
- Flexible start time between 7:00 AM and 9:00 AM,
- Work in a modern office located in the Krakow center,
- Annual bonus based on financial results and employee performance evaluation,
- Employer financed private healthcare at LuxMed for employees. Additional packages can be purchased,
- Group life insurance,
- Subsidy for glasses/contact lenses worn for work,
- Subsidy for extra-curricular activities within the cafeteria system on the myBenefit platform/subsidy for Multisport cards,
- Internet and electricity allowance for remote work,
- Increased funding for the Employee Capital Plans (PPK) program,
- Additional vacation days based on length of service.

Your tasks

- **Regional Delivery:** Accountable for the end-to-end delivery of Talent Acquisition service for your region across all employment categories (excluding Executive hires).
- **Enterprise delivery:** Work in collaboration with the global TA team, broader GBS teams and our supplier network to translate regional and divisional requirements into one Enterprise TA solution.
- **Establish best in class benchmarks:** Through effective vendor management and operational leadership, optimise the working partnership with our recruitment outsource provider and set the standards for best-in-class service provision.
- **Vendor management:** Closely monitor operational delivery and establish clear expectations with our vendors with regards best practice delivery. Where required you will implement and drive performance improvement programmes – working in partnership with our procurement teams to ensure we are receiving cost competitive, reliable and high performing support from our suppliers.
- **Partnership across talent spectrum**: Work in close partnership with the Executive Talent team to ensure consistency of brand and experience whilst optimising end to end delivery

to ensure the talent flow from early career through mid-career to “talent to value” roles is cohesive.

- **Continuous improvement**: Work as an integral part of the global TA team to oversee and shape technology, operational and process improvement projects for your region –achieving a balance of global consistency vs. regional need.
- **Stakeholder Management**: Manage regional stakeholders to ensure that they are ‘brought on the journey’ of Talent Acquisition services and its evolution.
- **Transformation:** Be the voice for your region in helping to shape the global evolution of TA, delivering local transformation improvements that can make our Talent Acquisition approach world class.
- **Tech optimisation:** Understand, evaluate, and leverage automation to ensure that our Talent Acquisition strategy is future-proofed
- **Innovate:** Use innovative and creative solutions to address business challenges to address the challenges we face today and in pursuit of strategic goals
- **Metrics and Reporting**: Track recruitment metrics and analyse data to monitor global service delivery. Utilise insights to drive shape and drive improvement plans with suppliers, understand root cause issues, early identification of risk and monitor effective vendor delivery.
- **Compliance and Diversity**: Ensure compliance with local labour laws, regulations, and internal policies. Actively promote diversity and inclusion initiatives in the recruitment process - ensuring all activity is aligned to the Diversity and Inclusion strategy and is woven into delivery plans.
- **Financial management**: in partnership with Head of Talent Acquisition oversee budget and spend for the region. This will include cost projections and budget setting, monitoring ongoing spend and management of invoicing, purchase orders and any required cross charging.

What we expect

- Subject matter expertise in Global Talent Acquisition,
- In-depth knowledge of the German labour market and employment legislation,
- Fluency in German and English,
- Experience of operational leadership and demonstrable and effective vendor management,
- Understanding of employment laws, regulations, and diversity/inclusion best practices,
- Experience in translating business strategy to operational demand and best in class delivery,
- Analytical mindset with the ability to leverage data and metrics to drive decision-making and process improvements,
- Excellent communication and stakeholder management skills, with the ability to collaborate effectively with diverse teams and senior leaders,
- Project delivery and change management experience.

Employment agency entry number 47

this job offer is intended for people over 18 years of age