On behalf of our client, we are looking for a proactive and experienced **Senior Talent Acquisition Specialist** to take ownership of talent attraction across the Germany & Austria markets.

If you are a resourceful recruiter who excels at proactive sourcing, enjoys managing high-volume pipelines, and brings data-driven precision to hiring operations, this role offers the perfect environment to make a direct impact.

Senior Talent Acquisition Specialist with German

Nr ref.: 425/9/2026/OB/270687/jobs.pl Kraków (małopolskie)

What you can expect from us?

- Employment contract
- Private medical care (LuxMed)
- Pluxee card & MyBenefit cafeteria system
- MultiSport card
- Life insurance
- Additional paid leave (up to 4 extra days)
- Access to professional training and development programs
- Flexible working model (Hybrid or Remote)

Employment agency entry number 47

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

What will your tasks involve?

- Reviewing applications and evaluating tool-based pre-recorded interviews.
- Developing and executing sourcing strategies leveraging job portals, social media, referrals, and headhunting techniques for high-volume hiring needs.
- Partnering closely with the client and hiring managers to understand workforce needs and align on role requirements.
- Tracking recruitment funnel metrics and onboarding KPIs such as time-to-fill, quality of hire, and candidate satisfaction.
- Ensuring new hire setup in the Human Resource Management System (e.g., Workday) and Day 1 readiness, including employee ID creation and system access.
- Managing exceptions and high-priority cases (such as leadership hires or delayed cases) through to resolution.
- Managing internal candidate referrals and proactively communicating updates to candidates and hiring managers.

What we expect from you?

- Minimum 3+ years of professional experience in talent acquisition or recruitment, with a heavy focus on sourcing and screening.

- Fluent German language level (minimum C1) and full proficiency in English.
- Proficiency with global Applicant Tracking Systems / Human Resource Management Systems (such as Workday, UKG, Avature, Taleo, etc.).
- Strong working knowledge of Microsoft Excel (VLOOKUP, filters, tracker management) and Outlook for daily operations.
- Bachelor’s degree in HR, Business, or a related field.
- Attention to detail, excellent communication and interpersonal abilities, and the capacity to manage high-volume hiring independently.