

Destiny – End-to-End Recruitment Specialist

About the role...

At Dstny, we're on a mission to transform the way businesses communicate. As our Recruiter, you'll play a key role in finding and hiring the right talent for Dstny Belgium and beyond. **You'll manage the whole recruitment process, ensuring that both candidates and hiring managers have a smooth and positive experience.**

Your job is all about making sure we hire people who fit our culture and help us reach our goals.

You'll be recruiting for a variety of roles, including customer service, sales, developers, technical engineers, and presales positions in our UCaaS business.

Clear and open communication will be your focus, keeping everyone involved and informed throughout the recruitment process.

Key Responsibilities

Manage the Recruitment Process

- Oversee the entire recruitment process, from start to finish, making sure everything runs smoothly and all approvals are in place.
- Keep track of candidates and maintain clear, client-focused communication, providing timely updates and feedback.

Focus on Candidate Experience

- Ensure a great candidate experience from the application stage to onboarding, with clear and open communication at every step.
- Engage with candidates in their preferred language, whether it's Dutch, French, or English, and assess their fit within our company culture and their potential for growth at Dstny.

Provide Continuous Feedback and Collaboration

- Keep ongoing communication with hiring managers, candidates, and recruitment partners to ensure alignment and quality throughout the process.
- Monitor and follow up with recruitment partners to ensure they deliver high-quality service that meets our standards.

Collaborate on Job Intake and Analysis

- Work closely with hiring managers to understand job requirements and create engaging job descriptions that attract the right talent.
- Help with workforce planning to identify future hiring needs and keep our talent pipeline strong.
- Challenge hiring managers to define the right cultural fit for each role.

Job Posting and Employer Branding

- Create job postings that stand out and reflect our vibrant company culture and values.

- Use various platforms, from job boards to social media, to boost our employer brand and attract top candidates.

Sourcing and Active Searches

- Conduct active searches using both internal and external resources to find and engage potential candidates.
- Reach out to passive candidates who might be a great fit for our dynamic team.

Screening and Assessments

- Review resumes and applications to identify top candidates for interviews.
- Use different evaluation methods during assessments and interviews to ensure a strong match in skills and cultural fit.

Negotiations and Legal Checks

- Manage salary negotiations, making sure everything complies with legal requirements.
- Perform necessary background checks to maintain high hiring standards.

Onboarding

- Coordinate the onboarding process for new hires, making sure they have everything they need to succeed from day one.
- Help new team members integrate into our company culture with introductions and training.

What we're looking for...

- Bachelor's degree in Human Resources, Business Administration, or a related field.
- Proven experience managing the entire recruitment process, ideally in a fast-paced, client-oriented environment.
- **Strong communication skills** in Dutch, French, and English.
- Ability to juggle multiple recruitment projects while staying focused on providing great service.
- Familiarity with applicant tracking systems (ATS) and recruitment software.
- Excellent organizational skills and attention to detail.
- **A true passion for delivering exceptional service to both candidates and hiring managers.**

What we can offer you...

- A challenging job in a fast-growing company where you can also grow yourself (with plenty of room for training)
- A competitive salary, including an eco-friendly company car with fuel/charging card or an interesting flexible mobility budget.
- Electronic meal vouchers, health insurance.
- Flexible working hours, with the possibility of remote work. Because in digitalization, we should set a good example, right?
- A pleasant working environment in a renewed Dstny house, customized to the wishes of our Destinians.
- A great team of colleagues and wonderful customers.
- A friendly atmosphere with regular fun team-building activities or company events.
- Always fresh soup, fruit, and delicious coffee.

Are you convinced? Don't wait any longer and apply via the form below.

#LI-MC1

<https://dstny.be/>