





Recruitment Manager

Location: Almere



Alfen, a leading energy solutions provider based in Almere, is looking for an experienced Recruitment Manager to lead the recruitment function and take it to new heights. In this role you will play a key role in shaping the (international) growing workforce and developing an innovative recruitment strategy. You will lead and mentor recruitment team members, further developing them into proactive recruitment business partners. You will also have the opportunity to refine and professionalise the recruitment process, anticipate long-term recruitment needs, hire (future) leaders and lead innovative initiatives to enhance Alfen's attractiveness as an employer of choice. As member of the HR Management Team, you work in a strong multifunctional team. Are you a forward-thinking, optimistic and experienced leader with the zeal to drive (international) growth and to establish Alfen as the employer of choice in the relevant labor markets?

Offer:

- Gross annual salary range from €80.000,- to €100.000,- (including 8% holiday allowance and one month bonus) based on a 40-hour working week (CAO Metalektro).
- A 36-40 hour working week with the flexibility to occasionally work from home (not during the probationary period).
- 30 holidays on a full-time basis with the option to buy 10 extra days.
- A commuting allowance of 23 cents per km with a maximum of 50 km one way.
- Phone and laptop.
- An independent and responsible role with room for personal contribution, new ideas, initiative and entrepreneurship.

Requirements:

- At least a Bachelor's degree in Human Resources, Psychology, Business Administration, or a related field.
- Minimum of 5 years' experience in an HR leadership or Recruitment leadership role. Experience of managing recruitment processes in growing environments is a must, preferably in the technical industry or a related sector.
- Skilled in stakeholder management.
- Expertise in (recruitment) data analytics is essential.
- Experience of the contribution that recruitment can make to succession planning.
- Demonstrated project management experience.
- At least 5 years' work experience in the Netherlands.
- Fluency in English (verbal and in writing) is required, with proficiency in Dutch preferred.

You are.....

- a dynamic leader with the ability to inspire, motivate, and develop a team to be a solid sparring partner at all levels;
- a self-starter with a solution-oriented approach and decision-making skills;
- results-oriented, pragmatic, and entrepreneurial;
- proactive with a structured and systematic approach to achieve results;
- able to communicate effectively at all levels of the organization.

How you can make the difference:

In recent years, Alfen has grown from a pioneering company to a listed and established leader in the energy sector. There has been significant demand, not only for electric vehicle charging solutions, but also for smart grid solutions. The company's workforce has grown significantly, from a few hundred employees to over 1,000 in the Netherlands and Europe in a short period of time. Your role is crucial in managing this growth and steering the company's (international) ambitions in the right direction.

You will play a leading role in shaping the expanding workforce, both domestically and internationally, while spearheading a distinctive recruitment strategy. Your responsibilities will include designing and implementing innovative recruitment initiatives, utilising supporting technology and ensuring an exceptional candidate experience. Working closely with the business units and the other HR departments, you and your team will identify recruitment needs, streamline sourcing processes and nurture talent pipelines to attract high calibre candidates to Alfen.

In addition to overseeing day-to-day recruitment activities, you will have the opportunity to constantly improve the recruitment process, anticipate long-term staffing needs and introduce innovative initiatives to strengthen Alfen's position as an employer of choice. You will also lead the team's development into initiative-taking recruitment partners who not only support but also challenge the business to excel.

Key responsibilities:

- Managing best-in-class recruitment campaigns. This includes campaign project management, consolidation of results, continuous improvement of recruitment campaigns and translation of data into management information.
- Partner with business leaders to proactively address recruitment needs.
- Be an example of constructive collaboration within the HR team and contribute proactively to the joint tasks of HR Management Team.
- Design and deliver best-in-class candidate experience components, including assessment, feedback and onboarding processes.
- Refine sourcing and selection processes to ensure efficiency and effectiveness.
- Maintain accurate records of the recruitment process and ensure compliance with all relevant legislation.
- Promote diversity in the workplace and implement strategies to attract diverse candidates.
- Manage relationships with target schools and institutions, overseeing campus recruitment activities.
- Organize recruitment events to strengthen Alfen's employer brand.
- Contribute to strategic workforce planning and employee development initiatives.
- Utilise recruitment technology and tools to achieve cost efficiencies and enhance the candidate experience.
- Ensure timely filling of vacancies in line with budget and headcount targets.
- Liaise with recruitment agencies to negotiate competitive rates as required.

Your team:

You will lead a team of 10 professionals, including 7 corporate recruiters, 1 campus recruiter, 1 talent sourcer and 1 online recruitment marketer. You will work closely with your HR colleagues in HR Operations, HR Business Partnering and Learning & Development. You will also be a key member of the HR leadership team, reporting directly to the CHRO.

About Alfen:

In 1937, the J. van Alfen factory for high and low voltage equipment was founded in Hilversum. Today, Alfen is a listed company based in Almere and has grown into a major international player in the energy market with more than 1,000 employees. With a strong focus on sustainable energy, Alfen specializes in the design, development, and manufacturing of advanced energy storage systems, electric vehicle charging solutions, and smart grid solutions. Alfen's vision is to create a connected, smart, and sustainable energy system for future generations.

The working atmosphere at Alfen is open and informal, where activities to relax in addition to work are part of the company culture. Working at Alfen means working for a listed company that is literally and figuratively full of energy!

Procedure:

The pre-selection, including the first interview for this position, is done by Bureau Blaauw. After an introduction to Alfen, the next steps in the process are:

- Interview with the CHRO & L&D Manager;
- Interview with the Lead HR BP and HR Operations Manager;
- Meeting with the recruitment team;
- An assessment is an optional part of the recruitment process.

Once you have completed these steps successfully, you will receive an employment offer. A reference check of the candidate finally selected by Alfen is part of the procedure.

Enthusiastic?

Send us your short motivation and CV (in English) by May 9th, 2024. If you have any questions, please call, or email our consultant Nicole Knoop.



Nicole Knoop

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