



VACANCY


# Talent Acquisition Manager

## Requirements

- Minimum of 5 years of experience working in talent acquisition
- Full-cycle recruitment and selection
- Interviewing skills and techniques
- Social media recruiting
- Knowledge of international practices and labor legislation
- Independent and self-starting

 **Rotterdam**  **Minimum of 5 years experience**





**Caldic develops and markets sustainable solutions in life sciences and specialty chemicals. With a presence in over 20 countries, their employees are diverse with a wide range of backgrounds and cultures. The new Talent Acquisition Manager will attract, hire and retain the right people for Caldic's ongoing success.**





## ABOUT THE COMPANY

# Caldic

**Every day, Caldic touches the lives of hundreds of thousands of people. They develop and market innovative and sustainable solutions in life sciences and specialty chemicals for the food, pharma, personal care and industrial markets. Their ingredients are used in vaccines, vegan meat and heat-resistant coating.**

With a leading presence in Europe, North America, and Asia-Pacific, its strengths lie in its global network combined with local expertise. In recent years, Caldic has emerged as a rapidly growing, innovation-driven organization. The company employs about 2,300 people worldwide and earns total annual revenues of approximately \$1.8 billion. Recently, Caldic was acquired by Advent International, one of the largest independent private equity partnerships with €100bn asset under management.

Caldic operates in more than twenty countries worldwide, with a decentralized structure, which means thinking globally and acting locally. Its diverse workforce comes from many backgrounds and cultures, with different working styles and personalities. But all of Caldic's employees share a common purpose and corporate culture that encourages thinking outside the box and focuses on creative solutions, developed in partnership with customers and suppliers.

**'At Caldic, we maintain a flat organization with a minimum of bureaucracy and short lines of communication between management and our valued employees.'**

Alexander Wessels, Group CEO at Caldic







VACANCY

# Talent Acquisition Manager

**The Talent Acquisition Manager will create and implement the talent acquisition strategy for Caldic in Europe, and work closely with the HR Director of Europe.**

To drive the talent acquisition strategy, the Talent Acquisition Manager will track recruitment KPIs (time to hire, source of hire, time to fill, etc.) and make improvements based on relevant insights. They will also develop and maintain the right EU-level strategic partnerships with recruitment agencies in food, life sciences and industrial markets.

The full spectrum of recruitment processes is under the Talent Acquisition Manager's focus: from identifying needs and shortlisting candidates to closing successful hires within Caldic Europe. The Talent Acquisition Manager will create and publish job ads and source candidates on job boards, on resume databases, in professional networks and through referrals. They manage all candidate communications from the moment they apply, to the interviews and when they are onboarded. This role will also organize hiring events and participate in job fairs to network with potential candidates.



The Talent Acquisition Manager sustains Caldic’s external brand to ensure Caldic attracts, hires and retains the right people. This is why the Talent Acquisition Manager will collaborate with corporate communications and the European marketing team for targeted employer branding and career communications. 🇺🇸



**The goal of the Talent Acquisition Manager is to maintain a workforce that contributes to the company’s growth, with a special focus on diversity and on an inclusive recruitment experience.**

Femke Krabbenborg, HR Director Europe at Caldic

**Interested?** Caldic has appointed Top of Minds to fill this vacancy. To express your interest, please contact Dox Wijers at [dox.wijers@topofminds.com](mailto:dox.wijers@topofminds.com).

