



This is taking a global approach. This is world moving.

As the world's leading manufacturer of both planes and trains, we have built an extensive and diverse portfolio of winning mobility solutions. Everywhere people travel by land and in the air, a Bombardier product is ready to transport them. From category-defining business jets and commercial aircraft designed for the challenges of today, to sleek high-speed trains and public transit that is smarter than ever.

The HR Operations Centre manages recruitment for the white-collar permanent roles in Europe, focusing on managing employee records and hiring documents, delivering global mobility services, implementing country training plans, functional global programs and e-learning modules and delivering monthly payroll and bonus reviews..

We are currently looking for new colleagues in our Talent Acquisition team:

International Recruiter Europe

What makes it exciting to recruit for Bombardier Transportation?

Where we stand:

- Our diverse international recruitment portfolio ranges from graduate positions to complex and challenging director level roles. From design to production to maintenance and technological development, every role we are recruiting is committed to shape the evolution of mobility. We partner with our Hiring Managers and HR Business Partners to ensure we have the right number of passionate engineers working on our rail solutions and products.

Our learning opportunity:

- Interviews are always a development experience for the interviewer. We can either talk to passionate Engineers looking to get their foot in the door, or high-profile candidates looking for their next challenge. Our end to end recruitment strategy allows for broad exposure within the company as well as the candidates. Moreover, managing such a highly diverse and specialised range of technical recruitment projects grants you large responsibility that contributes and impacts the business directly.

Your Challenges:

- Manage the end-to-end talent acquisition process: discuss business requirements, set the recruitment strategy, conduct interviews, administer tests or assessment centres for shortlisted candidates, give recommendation upon

compensations package, negotiate verbal offer and make sure all employment documents are being handled appropriately;

- Work closely with the country HR Partner and functional leaders to understand the business needs;
- Develop innovating sourcing strategies using all the tools available (referral program, University partnering, Branding, Open Doors, etc.);
- Build talent acquisition strategy by taking information gathered from business and staying ahead of business needs to proactively search for a diverse pool of top industry talent using various recruiting methods;
- Provide advice and guidance to candidates and hiring managers throughout the recruitment process;
- Partner up with other support functions (Admin, Compensation and Benefits, Learning and Development etc.) in order to ensure a smooth running process;
- Experiment with new methodologies and resourcing tools to fill the open positions and stay ahead of the curve;
- Stay updated on latest recruiting and industry trends to continuously evolve candidate pipeline and service levels.

Your Qualifications

- Previous international recruitment experience is required, preferably recruiting technical positions, within a similar sector;
- Direct sourcing skills using Boolean Searching methodology;
- Education: University Degree in HR or related field;
- Languages: English – advanced level; any other language would be a plus;
- Behaviour and personal attributes: Strong relationship management skills and ability to interface with senior business leaders, drive for results, ability to handle change with ease, excellent time management skills, resilience, positive and proactive attitude.

The Human Resources Operations Centre offers an outstanding professional environment with career development opportunities you would expect of a market leading international organisation.

Are you interested in starting an exciting career at Bombardier Transportation? If so, submit your application by visiting our Career Site or Facebook page:

<http://careers.bombardier.com/>

<https://www.facebook.com/BombardierCluj>