



---

## Resourcing Manager

O'Connor Utilities Ltd – Stockport, SK3 8AB

An exciting new opportunity has arisen within our company. O'Connor Utilities are recruiting for a Resourcing Manager to be based in our newly refurbished head office in central Stockport.

We believe that the position would suit a person with a passion for recruitment who can own the entire recruitment process from start to finish by implementing strategies and processes to both attract and retain talent.

Reporting to our HR Manager, the successful candidate will be responsible for undertaking the following duties:

- Networking to build a sustainable talent pipeline across multiple departments.
- Previous experience of successfully building and leading a high performing talent acquisition function in a high growth business.
- Keen understanding of modern recruitment technologies and how to best leverage their capabilities
- Supporting and up-skilling line managers through the recruitment process
- Facilitate and lead candidate selection events
- Maintain accurate and up-to-date reporting information including the management of graduate/trainee/apprentice recruitment
- Supporting HR Manager, with projects and initiatives.
- Proactively leading on diversity and inclusion throughout all recruitment activity
- Work in line with HR Manager on future recruitment and headcount needs
- Taking briefs from hiring managers for new roles
- Posting roles across multiple job boards
- Delivering a graduate marketing strategy
- Managing complex internal relationships
- Selection and assessment of CVs,
- Building in-depth relationships with the hiring managers
- Write creative and inspiring job adverts
- Follow the pre and post-offer approval process
- Training hiring managers in interview skills
- Advertise all roles and manage application process
- View all CVs and applications and arrange interviews
- Interviewing candidates virtually and in person
- Looking for new ways to promote the brand and source top talent
- Providing a professional recruitment service to our regional contracts and offices nationwide, while co-ordinating the delivery of a cost-effective recruitment model

### Experience/Attributes:

We are looking for someone who has;

- Exceptional communication skills
- An ability to source candidates and retain talent
- A flexible approach who can adapt to the needs of the role
- A willingness to work on all aspects of the role, from admin, advertising and selecting CVs to interviewing and placing candidates
- A willingness to take direction from the Senior Management team
- The ability to deliver a direct sourcing strategy and approach to access all roles (including apprentices, graduates, internal talent, critical roles and senior roles) to reduce cost per hire

### Desirable

- 3rd level degree in resourcing, recruitment, strategy or business project Management.
- At least 5 years' experience in a similar role



---

**Benefits:**

- £38,000 to £40,000 per annum (dependent on experience) plus an annual achievable bonus of 10% salary based on targeted objectives.
- 21 days annual leave plus bank holidays. (Increasing to 22 days after 2 years full service with further increases of 1 day per year up to a maximum of 25 days.
- Medi Cash Level 1
- Workplace Pension
- Newly refurbished, high tech office suite with first class facilities
- On-site parking and our own on-site gym

**COVID-19 precautions:**

- Social distancing guidelines in place
- Sanitisation, disinfection, and cleaning procedures in place

**Company background:**

The company was established in 1994 and has a long successful track record. O'Connor Utilities are one of the fastest growing utility engineering contractors in the country and we are currently ranked 110<sup>th</sup> in the Sunday Times Top Track 250 mid-market growth sector.

We work directly with many blue-chip power, water, gas and telecoms clients and we are looking for the very best to join our team. We operate in a flat structure and we expect our employees to take control of their own responsibilities, tasks, developments, and opportunities. We believe that being successful is a choice. We choose to be successful.

**Application:**

Please send all CVs/applications to [recruitment@ocultd.co.uk](mailto:recruitment@ocultd.co.uk)