

# Job Title: Advisor, Talent Attraction

At Nutrien, our Purpose is to **grow our world from the ground up** and we do so with safety and integrity as our core values. Nothing is more important than sending our people home safe, every day.

Nutrien is a leading provider of agricultural products, services, and solutions. With approximately 23,000 employees world-wide, we are the largest producer of potash (by capacity) and one of the world's largest producers of nitrogen and phosphate. We also operate a leading agriculture retail network that services over 500,000 growers.

We harvest the best. Diverse views and experience make us strong. We look for people who have a safety-first mindset, who are collaborative team players, who deliver on their commitments, who are innovators in search of a better way, and who believe in inclusion.

Working at Nutrien will provide you an opportunity to help us *Feed the Future*, and grow your career.

Reporting to the Manager, NP, Talent Attraction & Sourcing, the Advisor, Talent Attraction is a seasoned talent acquisition professional who will provide recruitment expertise to all levels within Nitrogen Business Unit. This role is responsible for the recruitment strategy and follow-through of attracting a best-in-class and highly-motivated work force.

This position will primarily support the Geismar Nitrogen Operation but will also participate in supporting the Nitrogen & Phosphate Business Unit team across North America. This is an exceptional opportunity for a highly motivated recruitment professional to work with a first-class organization in a fast-paced recruiting environment.

## What you will do:

- Actively support execution of business priorities by efficiently delivering top talent to the business
- Partner with HR professionals and internal HR Centers of Excellence to create an exceptional and positive recruitment experience for all stakeholders
- Develop and maintain accessible strategic talent pipeline to expedite the hiring process
- Demonstrate a solid understanding of the business and participate in strategic business discussions to assist with delivery of talent needed to achieve business priorities
- Guide and coach hiring leaders on all aspects of the hiring process to ensure that the right talent is selected for the right role at the right time
- Assist leaders with conducting on-time, quality candidate reviews and activities
- Flawlessly deliver full cycle recruitment to the business including job posting, developing selection criteria, candidate sourcing, screening, short-listing, interviewing, selection and ensuring pre-employment checks are completed
- Manage the job offer process including assembling relevant offer details, developing the right offer, making compensation recommendations, negotiating and securing acceptance
- Lead/participate in continuous improvement activities
- Provide and deliver Talent Attraction & Sourcing subject matter expertise at internal and external career events and speaking forums

## What you will bring:

- A Bachelor's degree in Business, Finance, Human Resources or related discipline preferred (or equivalent combination of education and experience)
- A minimum of 3 years' experience in a client facing end-to-end recruitment role, preferably in a manufacturing environment
- A minimum of 2+ years' direct experience sourcing, attracting and securing specialized talent
- Expertise in the sourcing and securing of industrial and engineering professionals at various levels
- Experience with applicant tracking systems and demonstrated expertise in consistently following procedures
- Agency recruitment experience preferred
- Ability to travel as required up to 15%
- Excellent interpersonal communication skills (both verbal and written) and the ability to listen effectively
- Strong organizational and time management skills with the ability to multi-task, deal with high volume recruiting and work effectively under pressure
- Demonstrated ability to work closely and effectively in a team environment working toward common goals and sharing accountability
- Proactive and highly results oriented
- Ability to obtain TWIC (Transportation Worker Identification Credential) as issued by TSA (Transportation Security Administration)

## Are you a good match? Apply today!

The estimated salary that Indeed, Glassdoor and LinkedIn suggested does not represent Nutrien's compensation structure.

Nutrien is an equal opportunity employer that is committed to creating an inclusive workplace. We evaluate qualified applicants without regard to race, color, religion, age, sex, sexual orientation, gender identity, genetic information, national origin, disability, veteran status, and other legally protected characteristics

This job will remain posted until filled. In accordance with Nutrien policies, you will be required to undergo a background check and may be required to undergo a substance test. While we appreciate all applications we receive, only candidates under consideration will be contacted.

\*\* EOE race/color/sex/sexual orientation/gender identity/disability/veteran

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