



### Talent Sourcing Specialist

H&E Equipment Services is one of the largest integrated equipment companies in the nation that provides the higher standard in equipment sales, rental, parts, and service. With locations across the United States, we pride ourselves on being an equipment company, run by equipment people. We leverage our national portfolio of equipment with a local approach to provide reliability, fair prices and the support of a first-class service team. Where others stop, we continue.

The **Talent Sourcing Specialist** will report to the Director of Talent Acquisition and will be responsible for working closely with the Talent Acquisition Specialists to develop sourcing strategies for hard to fill positions. They will advise the department on market trends that are affecting talent pools and will design/implement strategies to affectively attract candidates for identified critical roles.

#### Job Duties/Responsibilities:

- Collaborates with the Talent Acquisition Specialists to determine market factors affecting hard to fill positions and develops an action plan to develop a candidate pool for those positions
- Implements sourcing strategies to identify candidates by using tools such as social media, search engines, networking and other various sourcing tools
- Builds relationships with passive candidates to maintain a pipeline for future openings
- Develops relationships with industry related groups, professional associations, trade schools and universities to develop candidate pipelines
- Performs other duties as assigned

#### Job Requirements/Qualifications:

- Bachelor's Degree in Human Resources, Mass Communications, Business Administration or related field
- 3+ years of experience as a staffing agency recruiter or corporate talent sourcing specialist
- Excellent written and verbal communication skills
- Internet Recruiter certifications are preferred
- Experience with various sourcing methodologies and tools, including social media, search engines, networking, etc.
- Prior familiarity with talent outreach to passive candidates
- Knowledge of the heavy equipment rental industry is preferred
- Knowledge of employment laws and regulations
- Previous experience with Workday is a plus
- Ability to travel is required

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