

United Arab Emirates Jobs Expertini®

Talent Acquisition Research Consultant

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Company: BuroHappold Engineering

Location: , , United Arab Emirates

Category: office-and-administrative-support

Got a flair for the complex? We're hunting for a new Talent Acquisition Research Consultant with a deep understanding of research and resourcing methodologies to join our Talent Acquisition team in Dubai, United Arab Emirates. The Talent Acquisition Research Consultant is a crucial position that enhances our capability to identify talent in readiness for major project mobilisation and critical areas of growth. The person will report to and collaborate closely with the Middle East Resourcing Lead to formulate strategies and conduct research tailored to specific search mandates, while also gathering market intelligence in the form of candidate lists, creating organisational charts, curating target lists, talent maps to enable talent pipelining for current and future major projects, contingent and strategic needs. Whilst this is a six-month contract there is a strong prospect of a permanent role should business circumstances and performance support. Here at Buro Happold, expect the exceptional. From the projects you will work on to the clients we work with. From career-defining opportunities to an inclusive and diverse practice where we all contribute to a more equitable world. From our reputation to our relationships. Wherever your Buro Happold career takes you, it'll be anything but ordinary. Your next role. You'll be part of something bigger than us all where sustainability, equity, social and performance outcomes matter. All of Buro Happold is committed to doing the right thing, even when that's the hardest thing. This is a genuine opportunity to make impact - and leave real legacy #LI-ID001

Your key duties In this role the individual will be expected to utilise advanced research methodologies to assist the Talent Acquisition team to include but not limited to the following:

- Identify and map relevant skill sets within related industries, sectors, and geographical

locations. Apply various data analysis techniques to uncover patterns and trends in talent distribution, including key geographic locations and industry concentrations. Develop comprehensive talent maps that outline the availability and distribution of desired skills across different markets or regions. Identify and present potential talent hotspots and talent-rich organisations where candidates with the desired skill sets are likely to be found. Collaborate with the Talent Acquisition team to understand specific hiring needs and talent requirements for immediate and future skill set requirements. Leverage industry insights and market intelligence to inform talent acquisition strategies and prioritise recruitment efforts. Provide talent acquisition consultants with actionable insights and recommendations based on talent mapping findings to facilitate targeted candidate outreach and engagement. Continuously update talent maps to reflect changes in the talent landscape and ensure alignment with evolving business needs and recruitment priorities. Ongoing management and maintenance of “candidate” data and its quality within the applicant tracking system for the Middle East region, ensuring that all accessible data is uploaded, remains up-to-date, and actionable.

Your skills and experience Ideally a Bachelor's degree in Data Analytics, Data Science, Artificial Intelligence, Big Data, or in a Human Resources, Business Administration, Psychology or a related field. Proven experience in deep research and gathering business intelligence or a talent acquisition, sourcing role within a research-focused capacity. An understanding of recruitment strategies, techniques, tools, and candidate sourcing is ideal but not essential. Excellent communication skills, both verbal and written, with the ability to engage candidates and build rapport effectively. Proficiency in utilising and managing large data sets in relevant software, ideally in that of applicant tracking systems (ATS), or other platforms. Analytical mindset with the ability to interpret data and metrics to present and include in datasets for utilisation. High level of professionalism, integrity, and discretion when handling sensitive information. Proactive and results-oriented approach with a focus on delivering high-quality talent solutions.

What we offer you An international culture that wherever your career takes you at Buro Happold, you won't be far from the exceptional. Hybrid working arrangement. A strong commitment to your continuous development. Whatever stage in your career, we have a learning and development programme that will enable and empower you. Craving a more extraordinary everyday? Apply by now and be where exceptional is everywhere.

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