

SUPERDRY®

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TALENT RESOURCING PARTNER

WHO WE ARE

Superdry is a British, founder-led brand with a truly global presence. We've been proudly creating world-class product for two decades, offering genuine choice to our customers with our curated collections.

Our mission is to be the No. 1 premium sustainable style destination, delivering product that is authentic with unmatched quality and true integrity, much like our people.

We are on an ambitious journey to serve our diverse community through a premium brand that's focused on the future, prioritises sustainability, leads with craft, and celebrates culture. We need talented people to join us on the adventure, is this you?

THE ROLE

We are looking for a Talent Resourcing Partner to join our team. Reporting into the Resourcing Manager, the Resourcing Partner you will play a crucial role in identifying and attracting top talent into Superdry. You will partner closely with hiring managers, source and screen candidates, coordinate interviews, negotiate offers and ensure an inclusive and engaging recruitment process.

We are looking for a recruitment individual with a passion for people, DEI and can inspire an exceptional recruitment journey. This role would suit an Advisor ready for a step up or a Partner looking to move into a consumer brand.

Location: Cheltenham

Working pattern: 3 days office, 2 days working from home

Contract hours: 37.5

Contract type: permanent

YOU WILL

Recruitment

- Deliver the end-to-end recruitment process within Head Office and support retail
- Proactively advertise, source, interview and communicate with candidates ensuring a great candidate experience.
- Create exciting role/department specific recruitment process which will help fairly assess candidates.
- Build effective local talent pools with the aim to reduce time and cost per hire
- Utilise recruitment sourcing tools such as LinkedIn recruiter to engage candidates
- Consistently ensure the candidate experience is at the forefront of minds and deliver an exceptional

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candidate experience.

- Work with the Resourcing Manager to continue in create a diverse and inclusive hiring process for all business areas.
- Be a mentor and trusted advisor for the Resourcing Advisor
- Support in the development of the team.
- Support the team in ensuring a consistent candidate journey, challenging where necessary.
- Clearly understand the commercial position of the People Team and Superdry to ensure Talent Resourcing activity is balanced appropriately with the needs of the business.
- Be an advocate for the employer branding and sharing Superdry's company values and behaviours.
- Stay up to date with recruitment trends and share insight with the team

Operations

- Support the Resourcing Manager in the development and implementation of innovative recruitment methods, including ATS advancements
- Collaborate with the Resourcing team, create and maintain recruitment documents, including training and compliance processes.
- Provide and use data to aid resourcing decisions and provide solutions which deliver improvements across overall recruitment strategy.
- Take responsibility for ensuring our recruitment tools, internal processes and agency relationships are up to date and effective.
- Use talent data to identify and support improvement activity in procedures, processes and ATS functionality.

Stakeholder Management

- Be the trusted advisor to the business on all thing's recruitment
- Coach and training hiring managers in recruitment to create a consistent and authentic hiring approach.
- Influence hiring managers to ensure we are offering an exceptional candidate experience whilst promoting Superdry's values and behaviours.
- Collaborate with the People team and Heads of Department to develop effective resourcing plans and solutions that align with business objectives.
- Challenge the mind-set and build capability of key stakeholders to adopt a simple, engaging and diverse approach to recruitment
- Maintain and build strong relationships with external providers, including agency partnerships
- Develop strong relationships with our wider People Team and other key colleagues, building an awareness and understanding of our priorities to help Superdry achieve its strategic ambitions

YOU ARE

- Experienced at working in an end-to-end recruitment position, successfully filled roles across various levels and functions.
- Skilled in building and maintain strong relationships with stakeholders at all levels.
- Proficient in recruitment/employment law, including IR35 regulations
- Proactive in talent acquisition using direct sourcing methods including LinkedIn to grow the talent pipeline

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- Focused on reducing agency costs by working with the key stakeholders to forecast future gaps & recruitment needs
- An enthusiastic team player with a strong drive to create a positive, collaborative and inclusive work environment
- An excellent communicator (verbal and written), ready to confidently discuss and present on Recruitment topics with colleagues and influence stakeholders
- Resilient and adaptable with the ability to act with pace when needed
- Solutions orientated with the ability to handle ambiguity
- Excellent at time management and co-ordination skills, and can prioritise workloads to ensure delivery
- A forward-thinking professional with a proven track record of taking initiative and driving results
- Effective at project management and campaign management (internal and external)
- Able to generate and analyse resourcing data to create recruitment updates for the business
- Passionate about delivering an exceptional service.

WORKING FOR SUPERDRY HAS NEVER BEEN SO REWARDING...

- 25 days annual leave, plus bank holidays, and an additional day off to celebrate your Birthday. We also offer a holiday buying scheme.
- Family is massively important to us, so we have a broad range of family-friendly working policies in place, including enhanced maternity, paternity, and adoption leave.
- Company Pension scheme.
- All employees are covered by our Life Assurance policy whilst working at Superdry. We feel it's important to offer protection for your family and loved ones in such a situation and to support this we offer life assurance cover which pays a lump sum equivalent either twice or four times your annual salary.
- A big staff discount – naturally. Because we know that you love to wear Superdry, you'll benefit from a 50% discount in store and online and our Head Office is home to our very own store for staff only where you can treat yourself to heavily discounted sample stock.
- A health cash plan is open to all employees.
- Private Medical cover - a taxable benefit, which managers are eligible to opt in to.
- Flexible working - to help you achieve that all-important work-life balance.
- A global employee assistance plan in place that you can access anytime you want - it's free and confidential.
- You'll also have access to a Cycle To Work Scheme and an excellent Car contract hire/purchase scheme along with a massive range of local discounts with businesses across Gloucestershire.

At Superdry, everyone has a voice and we want to hear it. We create environments where individuality can flourish and is celebrated as part of who we are as a brand. We're incredibly proud that over 90% of our people feel strongly that they can be themselves at work.

We want to meet people with varied backgrounds because we understand that diversity of thought encourages new ideas to thrive, fuelling creativity and enabling us to do better work. We want to build a team which represents a variety of backgrounds, styles, perspectives, and skills; we hire people based on their merit and potential.

We also welcome conversations about flexible working for all roles at Superdry and will always accommodate it where possible.