

GET READY FOR EVERYTHING.

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TALENT RESOURCING ADVISOR – 12 MONTH FTC

WHO WE ARE

Superdry have been making world class product for 15 years, and we're proud of it. Our mission is to inspire and engage the contemporary style obsessed consumer, whilst leaving a positive environmental legacy.

Together, we have built a brand that has cut through the global apparel market at record speed, taking market share from brands that have existed for decades. But we have a big opportunity ahead of us as we launch 4 new collections.

We are now on an exciting journey to reset our brand and return to our design-led roots and we are looking for talented people to join us on our journey.

THE ROLE

As Superdry continues to expand and evolve, our recruitment needs are becoming ever more complex. Our resourcing team faces many exciting challenges, both in terms of our resourcing infrastructure and our day-to-day delivery, and to meet those challenges, keep pace with business demand and exceed expectations.

This is an exciting fast paced 12 month fixed term contract as a Talent Resourcing Advisor to support with all aspects of Head Office recruitment. The role will include candidate sourcing, application sifting and screening, telephone interviews, recruitment administration, and talent pipelining.

YOU WILL

- Assist the Resourcing Partners with all aspects of Head Office recruitment providing valuable support that will enable us to achieve our aims of improving candidate quality, improving time to hire, and giving both candidates and hiring managers a first-class hiring experience.
- Assist in writing job advertisements, placing them on job boards and social media channels, using the job specification, Superdry knowledge and role understanding as guidelines.
- Screen and sift new job applications using the applicant tracking system, making judgments on the suitability of each candidate based on the job specification; contacting job applicants by phone and email to gather further information about their background, suitability and job requirements; and making recommendations to the business.
- Proactively source active and passive candidates via the use of LinkedIn (including the LinkedIn

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- Recruiter tool), other social media channels, CV databases, networking and search engine research.
- Approach passive candidates and present Superdry opportunities to them in an interesting, professional and credible way, generating interest in Superdry as a potential employer, and turning passive candidates into active ones.
- Develop pipelines of talent for hard-to-fill roles, mapping competitors to understand who's who in the market and building relationships over time with suitable people; maintaining the talent pools via regular and varied communication, with a view to approaching people with specific roles when the time is right.
- provide effective administration for all recruitment processes, including maintenance and regular updating of the applicant tracking system and resourcing tracker, scheduling telephone, video conference and face-to-face interviews, diary and room bookings, candidate administration etc.

YOU ARE

- Experienced working in a support role within an in-house resourcing team or specialist recruitment agency.
- Experienced in proactively sourcing active and passive candidates using online advertising, LinkedIn and other social media, CV databases, networking, search engines etc.
- A proficient user of LinkedIn Recruiter, with proven record of creating of talent pipelines and placing candidates generated via this tool
- Able to confidently approach passive candidates and present opportunities in a professional, credible and engaging manner.
- Experienced in writing job advertisements and placing on job boards and social media channels, with a high standard of written English.
- Able to screen and sift applications, making accurate judgments on candidate CVs and application forms, and making recommendations to hiring managers on who to interview.
- Excellent in your administration and organisational skills with the ability to handle recruitment system and vacancy tracker administration, and interview bookings in particular.
- An excellent communicator with the ability to engage in an enthusiastic, articulate, professional, credible and engaging way with candidates, hiring managers and agency suppliers alike.
- Able to work in a fast paced, demanding environment and work on multiple vacancies at any one time
- Passionate about the Superdry brand

WORKING FOR SUPERDRY HAS NEVER BEEN SO REWARDING...

- 25 days annual leave, plus bank holidays, we also offer a holiday buying scheme
- An additional day off to celebrate your Birthday
- 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

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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
- 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.
- Flexible working - to help you achieve that all-important work-life balance
- Access to onsite parking and as part of our sustainable development goals, we have a selection of electrical car parking points freely available to staff.
- A range of learning and development materials to help you in your career and grow with us
- We like to give back, so we allow our employees time off for volunteering work
- 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
- A 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.

Please also have a look at our [career website](#). Here you can find information about the Growing Futures Programme, a scheme that supports applicants from ethnic minority backgrounds to apply for roles at our HO in Cheltenham.