**Talent Acquisition Specialist**

From the mobile device in your pocket to the sensors in your car, and even life-saving medical devices, our technology is used to make products that touch your life every day. Do you want to join a growing team in a market-leading technology company? We’re looking for motivated individuals who care about helping our customers succeed. If you value integrity, respect for people, customer passion, energy, and excellence, you’ll fit right in to the Nordson culture.

Nordson EFD designs and manufactures precision fluid dispensing systems and components for manufacturers and other end users in a wide range of market segments including Automotive, Electronics, Life Science, Animal Health, and Construction. Our desktop dispensing equipment and components are trusted for applying controlled amounts of adhesives and other assembly fluids worldwide.

We are looking for a dedicated and passionate **Talent Acquisition Specialist** to join our team and help build out our Manufacturing Production and Non-Production roles. Successful candidates will confidently demonstrate their ability to recruit for a diverse range of skill from Assembly and Machining to Software/Electrical Engineering and Project Management. This is a hybrid office/remote role will require you to be on site in our East Providence, RI and Norwich, CT facilities 2 – 3 days a week.

**How YOU will make an impact:**

* Review and evaluate inbound applicant profiles and applications based on the unique needs of each hiring team.
* Proactively identify and target passive candidates for open roles via job boards, social media, and networking events.
* Conduct initial candidate phone screens, input feedback in our ATS (WorkDay), and move forward qualified candidates.
* Work closely with internal leaders to understand current hiring needs and priorities.
* Support recruiting logistics as needed, such as scheduling interviews, posting and sharing jobs, and updating candidate profiles and statuses.
* Brainstorm new channels, platforms, and strategies for attracting candidates.
* Establishes and maintains contact with a variety of potential applicant resources including search firms, governmental agencies, college placement centers, trade schools, and related organizations.
* Help improve our recruiting analytics and dashboards to track and report on key hiring metrics.
* Actively communicate with candidates and internal stakeholders to ensure all candidates have a positive experience regardless of the hiring decision.
* Incorporate Nordson EFD’s DEI strategy into all aspects of the hiring process.

**Qualifications to be successful:**

* Bachelor’s degree in Human Resources, Business, or related degree or equivalent work experience, preferred but not required.
* Prior Talent Acquisition/Recruitment experience, preferably in a fast-paced manufacturing environment.
* Experience building successful sourcing and/or hiring strategies that are supportive of a diverse and inclusive workplace.
* A track record of performing well against talent acquisition sourcing metrics.; You can show measurable success with using social media and networking sites, networking events, niche industry sites, Boolean techniques, contact lists, alumni boards, campus tools, conference lists, etc.
* Experience with technology applications including applicant tracking systems and CRM tools. WorkDay experience a plus.
* You are familiar with employment law related to pre-employment screening, OFCCP and other regulations that impact the sourcing and hiring process. General knowledge of immigration regulations and compensation equity practices preferred.
* You are a flexible and adaptable recruiter who is comfortable hiring for a wide range of roles across multiple departments and seniority levels.
* You have strong communication and interpersonal skills and can engage with people of all experience levels and backgrounds via phone/video calls, in person, and in writing.
* You are detail oriented. A self-starter with strong organizational and motivational skills; Excellent customer service, verbal/written communication skills, and the passion to deliver excellence are essential.
* Ambitious learner who is comfortable with ambiguity and a fast-paced environment.
* A team player, with a positive attitude, and the ability to work under pressure and meet deadlines.

**What we offer:**

* Starting day 1, your benefits include Medical, Rx, Vision, Dental, Health Savings Account (HSA), 401k (with match PLUS additional 3% annual company contribution), tuition reimbursement and Life Insurance.
* Annual cash bonus based on personal & company performance.
* In addition to paid time off and holidays, each employee receives 16 hours of paid time each calendar year to perform volunteer services in our communities.

**Equal Opportunity Statement**

*Nordson Corporation provides equal employment opportunity to all applicants and employees. No person is to be discriminated against in any aspect of the employment relationship due to race, religion, color, sex, age, national origin, ancestry, disability, sexual orientation, gender identity, genetic information, citizenship status, marital status, pregnancy, veteran status, or any other status protected by applicable federal, state, or local law.*

*All employment offers are contingent upon successful completion of our pre-employment drug screening and background/criminal check, consistent with applicable laws.*