

Are you looking for your next opportunity?

Sompo has a unique opportunity for a **Senior Recruiter** to join our growing HR Team, based in Paris, Cologne or Munich.

The Senior Recruiter Continental Europe is critical to Sompo's continued expansion and is an integral part of our Human Resource Team.

You will play a critical role in the talent acquisition process, responsible for sourcing, attracting, and hiring top talent to meet Sompo's staffing needs. You will work closely with hiring managers and stakeholders across the business and within HR to develop effective recruitment strategies, ensuring a seamless and positive candidate experience and participate in projects that enhance the recruiting experience.

The ideal candidate will be comfortable working on multiple positions across different business units and countries in an innovative and dynamic environment.

Location: We focus on collaboration which is why we offer an office first, hybrid working model where our employees balance flexibility while learning, growing and developing a thriving culture.

Our business, your impact, our opportunity

What you'll be doing:

- Drive the full recruiting process including direct sourcing, screening, interviewing, and advising in the selection of final candidates
- Build and maintain strong relationships with internal stakeholders, including hiring managers and department heads, to facilitate effective collaboration and decision-making.
- Develop and execute innovative sourcing plans to identify and recruit top diverse talent and ensure a five stars candidate experience
- Provide guidance to hiring managers and stakeholders on talent acquisition best practices
- Stay informed about industry trends, salary benchmarks, and competitive landscape to provide insights and recommendations for recruitment strategies.
- Leverage recruiting data to proactively provide status updates and hiring results to leadership and HR partners and influence stakeholders
- Actively contribute to enhancing Sompo's employer brand and reputation in the job market. Participate in recruitment events, job fairs, and networking activities.
- Actively ensure the quality and effectiveness of Talent Acquisition activities, recommend and implement process improvements as needed and work backwards from the hiring managers needs
- Contribute to the Global Talent Acquisition team's projects and initiatives

What you'll bring:

- 10+ years of professional full cycle recruiting experience in a matrix organization
- Proven track record of sourcing diverse talent with subject matter expertise in competitive markets across Europe leveraging all available channels (including talent mapping and direct sourcing)
- Experience developing and executing internal, external and diversity sourcing strategies
- Must have an ability and desire to stay abreast of market conditions and use data to inform decisions
- Use innovative techniques to meet the staffing needs of the business
- Focus on building trusted and effective relationships with stakeholders and peers
- Excellent communication and interpersonal skills.
- Ability to work independently and manage multiple priorities in a fast-paced environment.



- Act as a catalyst for change, encouraging innovation and collaboration across teams to drive project success and organizational growth
- Fluent English, German and/or French

In today's world, what do we stand for?

We strive to create exceptional value for our clients and shareholders while maintaining Sompo as an attractive place to work. We foster an environment of ongoing, open dialogue between managers and their direct reports, and believe in an organizational environment where everyone belongs. We proudly are a multi-racial, multi-cultural, global enterprise. We reject all forms of racism, bigotry, prejudice and injustice and continue to invest in building out an inclusive and diverse work environment.

About Us

Expert Partners.

Clarity in complexity.

Unwavering commitment.

We're Sompo, a global provider of property, casualty, and specialty insurance and reinsurance. Building on Sompo Holdings' 130 years of innovation, we're committed to applying all of our experience to simplify yours.

Our dedication to you shows up in the care we put in every detail, working to create a frictionless risk management journey for everyone we serve.

We lead with your priorities, meticulously crafting solutions, sharing insights, and understanding your needs.

Around the world, our 9,000+ employees use their expertise to learn, improve and find clear answers for your complex challenges.

Because when you choose Sompo, you choose the ease of expertise.

Sompo is an equal opportunity employer committed to a diverse workforce.

To learn more about visit our website at www.sompo-intl.com