



Job description

Louis W. Bray Construction Limited is a well-established Heavy Civil Construction Contractor, continually building on its solid reputation throughout Ontario since 1972. We are seeking an enthusiastic **Talent Acquisition Specialist** to support our continued growth and success.

As part of the Human Resources Team, the Talent Acquisition Specialist will:

- Develop and execute full life-cycle recruitment for all positions, including effective and creative sourcing strategies, a consistent interview process and assessment approach which supports our core values.
- Source candidates by direct sourcing, referral, and creatively identifying sources for candidates, including advertising, career and job fairs, educational institutions, associations, networking, and social media.
- Participate in Resource planning meetings and projections with the Field Operations Leaders to ensure proactive hiring to accommodate future needs.
- Actively build key relationships with colleges and universities, and create strategic, skilled labour-focused recruitment campaigns.
- Establish internal and external relationships by maintaining a high level of credibility, integrity, and skilled communications with the hiring manager and candidates.
- Conduct interviews and provide consultation and coaching to hiring managers on candidates' interviews.
- Participation in the development and implementation of other HR initiatives

Qualifications:

- You have post-secondary education in Human Resources Management or Business
- You have a passion for working with people and experience recruiting within the construction industry or an equivalent combination of technical training and experience or experience working in a staffing firm or recruitment agency
- You have excellent candidate search skills, with the ability to source active and passive candidates.
- You have experience with using an Applicant Tracking Software and reporting on details of open and closed positions
- You have a valid driver's license and the ability to travel to job sites.



Working the Bray Way