

◆◆◆ This team member's role will be able to be based out of Sioux Falls, SD at our Headquarters or out of any of our 33 POET locations around the Midwest. ◆◆◆

Talent Acquisition Partner - Skilled Trades

Job ID

2021-4832

Employment Type

Regular Full-Time

Category

Human Resources

Shift

Day

Travel Required

Up to 25%

Position Location(s)

US-SD-Sioux Falls

FLSA Status

Exempt

ABOUT POET

At POET, it is our mission to be good stewards of the Earth by converting renewable resources to energy and other valuable goods as effectively as humanly possible. For over thirty years our drive and passion to change the world has enabled us to become the largest producer and marketer of bioethanol and leader in bio-based products in the world. Beyond our world-class culture, POET team members enjoy competitive pay and benefits including;

- Quarterly Profit-Sharing Bonus and Value Sharing Compensation available!
- Health, dental, & vision insurance
- A multifaceted wellness program encompassing the whole person – mentally, physically, and spiritually. We support health freedoms and personal choices.
- 401K with company match

- Premium pay for qualifying positions
- Quarterly profit sharing
- Paid time off and paid holidays
- Tuition reimbursement
- Onsite fitness centers or fitness reimbursements,
- Safety and cold weather gear, and more!

JOB SUMMARY

Our Talent Acquisition Partners are at the front-lines of POET's talent management journey— understanding our needs while seeking out, engaging, and attracting top talent in the industry to help us change the world. Our company continues to grow in size and complexity while also advancing technologically. This new position to our talent team will help POET acquire the leading skilled trades talent to meet our growing needs in this area. This role will partner with our current team of world class Talent Acquisition Partners and our local biorefinery teams. The ideal individual for this role will have a high drive and sense of urgency, excellent communication skills, and a passion for talent recruitment in the skilled trades space.

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ON ANY GIVEN DAY WE NEED YOU ENERGIZED TO...

- Partner with local trade schools, trade organizations, and other relevant groups to ensure we have line of sight to skilled talent, build relationships, and are top-of-mind for people looking to grow their career.
- Partner with our local biorefineries to identify and coordinate training programs for skilled trades team members.
- Develop and own our electrician apprenticeship program.
- Own full-cycle skilled trades recruiting across our 33 biorefineries spanning the Midwest; focusing on partnering with hiring supervisors to define recruitment strategies, assess external/internal candidates against business needs, and apply interviewing techniques to assess for culture fit and knowledge.
- Coach and influence hiring managers while making effective hiring decisions and maintaining a high level of communication.
- Gather, analyze, and present information related to the supply/demand of talent, the labor market and compensation hiring trends, new sourcing avenues, and other relevant market data to help influence effective results.
- Manage the candidate engagement, while providing a positive experience and maintaining responsive communication, showcasing POET as the preferred employer to our candidates throughout the recruiting process.
- Build, communicate and execute effective sourcing strategies and use research techniques such as direct sourcing, data mining, and networking to identify and attract quality candidates both internally and externally.
- Adhere to and provide guidance on internal/external laws, regulations, compliance standards, and HR policies and procedures related to maintaining compliance throughout the selection process.
- Collaborate amongst our People and Culture team and business partners to understand the organizations talent position, identify gaps, and build short and long-term recruiting strategies/initiatives.

STRENGTHS OF A SUCCESSFUL CANDIDATE

- Bachelor's Degree required; preferably in the area of Human Resources, Psychology, or Business. Consideration will be given to candidates with a H.S. Diploma or Equivalent if the experience requirements are met.
- Recruiting experience in manufacturing operations required.
- 1 year of recruiting experience in biofuels/ethanol industry preferred.
- Experience with relationship management, especially building and maintaining effective strategic partnerships with internal custom
- Experience building, communicating, and executing recruiting strategies that attract the best talent for the job.
- Demonstrated ability to connect with people in the skilled trades field.
- Proficient computer skills – Office, social media, ATS systems (iCIMS is a plus), and relevant job boards (Indeed is a plus).

GROWTH OPPORTUNITIES

At POET we believe in developing our team members to their highest potential and recognizing contributions that add value to the organization. Each new team member's position and compensation are carefully determined by considering their unique qualifications and skillset.

WORK ENVIRONMENT

- Culture is king at POET. We're all on the same team. We always communicate. And we park our egos at the door. These aren't just slogans on our walls. It's our code.
- This position is largely self-directed and requires a thorough understanding of company policy, procedures, and values. Team members will be required to adhere to all safety requirements at all times and in all work environments. This position operates in office environment.
- Travel, with some overnight stays for recruiting events, is required. It likely averages less than 10% of your time.

POET is an Equal Opportunity Employer (EOE). POET complies with all applicable federal, state and local laws regarding hiring and employment. Qualified applicants are considered for employment without regard to age, race, color, religion, sex, national origin, sexual orientation, gender identity, disability or veteran status.