



Senior Recruiter

Nordik Group is a flourishing company whose goal is to rise to the top of the health, wellness, and tourism industries. We have proven ourselves as an industry trailblazer through our commitment and our mission. The goal of the Nordik Group is to develop 10 spas across North America by 2027, and to push the industry to new heights by offering industry-leading and innovative experiences in order to transform the company into an international leader in Nordic-style spas.

To fulfil our primary mission of transforming people's lives, one visit at a time, Nordik Group is leading multiple projects and gaining momentum by identifying business opportunities, getting involved, and bringing promising, large-scale projects to life. By diversifying our activities, Nordik Group has created value and has grown its market.

We are currently on the lookout for talented individuals who, through their skills, will contribute to Nordik Group's growth and the fulfilment of the company's mission. Join our team.

Nordik Spa-Nature employees are committed to upholding our company values:

- Accountability
- Engagement
- Respect
- Integrity
- Team spirit

Main duties:

Reporting to the Vice President, Human Resources, the Senior Recruiter will be responsible for completing strategic recruitment mandates as well as actively participating in various projects directly related to talent acquisition for the organization as a whole.

This would be an exciting opportunity for someone who wants to work in a fast-paced environment within an organization that is growing rapidly!

Responsibilities:

- Collaborate with Management to ensure a deep understanding of the recruitment needs within the organization;
- Drive recruitment strategy and execution for recruitment projects, and critical and hard-to-fill roles across multiple sites and departments;
- Participate actively in the end-to-end recruiting processes from research and sourcing to offer negotiation and hire, and with a candidate-centric approach;
- Cultivate strong working relationships with all the Leaders within the

- organization;
- Communicate regularly with stakeholders (e.g. client groups) providing information on progress of searches and market insights;
- Drive excellence in the execution of our recruitment solutions;
- Suggest innovative attraction and selection strategies to increase the competitive advantage of the organization and meet current & future talent needs;
- Actively participate in networking efforts within the industry;
- Establish partnerships with relevant schools, associations and boards to strengthen the Employment Brand of Groupe Nordik and build our talent pipelines locally and globally;
- Perform any other related tasks.

Requirements

- Bachelor in Human Resources, or in a related field or with an equivalent combination of education and experience;
- 5 to 7 years of experience in recruitment;
- Experience in creative recruitment strategy development for mandates requiring specific candidate;
- A results-oriented mindset and the ability to demonstrate leadership;
- Strong negotiation skills with both candidates and internal clients;
- Excellent French and English skills, both verbally and in written.

Profile

- Demonstrated affinity for the values of the Nordik Group;
- Ability to address conflicting demands and prioritize tasks;
- Capable of managing workflow (planning, prioritization, organization and follow-up);
- Flexible and professional attitude and mental agility;
- Capable to develop and maintain positive, long-term business relationships; energetic, committed and listens to clients;
- Versatile, thorough, and autonomous;
- Able to manage several tasks and projects at the same time;
- Capable of working independently as well as being part of a dynamic team;
- Respectful, honest and adaptable;
- Ability to manage multiple projects while meeting deadlines;
- Have a professional and collaborative attitude;
- Know how to adapt to change and be challenged by challenges;
- Professional and collaborative attitude;
- Has respect for confidentiality, exercises good judgment and discretion.

Salary

Based on the pay scale and benefits in effect at the Nordik Group.

Work schedule

Monday to Friday. Occasional evenings and weekends.

To apply

Please fill in the I-Recruitment job application questionnaire on our [Careers page](#).