

Argentina Jobs Expertini®

Human Resources Specialist

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Company: Sparklehood

Location: Buenos Aires

Category: other-general

Sparklehood is an startup school (Since November 2020) with the mission to help working professionals fulfil their entrepreneurial dreams in a de-risked way. We provide its startups with a very hands on support and becomes a non operational co-founder for them. The focus is solely on execution.

The Role

We are seeking a highly motivated Human Resources professional with 2-5 years of experience, preferably with a background in handling blue-collar employees, to join our team and contribute to the recruitment, onboarding, training and overall HR processes, focusing on fostering a positive and inclusive workplace environment. As a Human Resources Specialist specialising in Talent Acquisition, you will play a pivotal role in our organisation's growth by identifying and recruiting highly skilled individuals in Argentina proficient in English and Spanish.

Talent Sourcing and Recruitment:

Develop and implement effective recruitment strategies to attract qualified candidates in Argentina who are bilingual in English and Spanish.

Utilise various channels, including job boards, social media, and networking, to identify and engage potential candidates.

Candidate Assessment:

Conduct thorough interviews and assessments to evaluate candidates' language proficiency, skills, and cultural fit.

Collaborate with hiring managers to understand specific role requirements and provide valuable insights during the selection process.

Hiring & Training Management:

Oversee the end-to-end recruitment process, ensuring a positive candidate experience.

Develop and implement effective onboarding processes tailored to the needs of blue-collar employees.

Design and deliver initial training programs to ensure new hires are equipped with the necessary skills and knowledge to perform their roles effectively.

Networking and Relationship Building:

Establish and nurture relationships with local educational institutions, professional organisations, and other talent pipelines.

Compliance:

Stay informed about labour laws and regulations in Argentina to ensure compliance with hiring practices.

Ideal Profile

Qualifications:

Education:

Bachelor's degree in Human Resources, Business Administration, or a related field.

Familiarity with the local job market in Argentina.

Language Skills:

Bilingual proficiency in both English and Spanish (written and spoken) to effectively

liaise with the stakeholders of the region.

Communication Skills:

Excellent communication and interpersonal skills.

Cultural Awareness:

Ability to navigate and appreciate cultural nuances in the recruitment process.

Adaptability:

Flexibility to work in a dynamic and evolving organization.

Experience:

2-5 years of work experience, preferably with a background in handling blue-collar employees.

Salary:

There will be a fixed salary and incentive/bonus. Salary will be more than the industry average.

What's on Offer?

Opportunity within a company with a solid track record of performance

Leadership Role

Fantastic work culture

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