


# PR/087645 | Talent Acquisition Lead (m / f / d)

## Job Information

**Recruiter**
JAC Recruitment Germany

**Job ID**
1616797

**Industry**
Other (Manufacturing)

**Job Type**
Permanent Full-time

**Location**
Germany

**Salary**
Negotiable, based on experience

**Refreshed**
November 10th, 2026 09:00

## General Requirements

**Minimum Experience Level**
Over 6 years

**Career Level**
Mid Career

**Minimum English Level**
Business Level

**Minimum Japanese Level**
None

**Minimum Education Level**
Associate Degree/Diploma

**Visa Status**
No permission to work in Japan required

## Job Description

OVERVIEW
An international high-performance laminate and prepreg manufacturer, presenting a solid reputation over 100 years of business operations. A strong partner to the military and defence industries, with an ecosystem spanning research and development to full-scale production.

KEY REQUIREMENTS:

- Minimum 8 years of experience in in-house or agency recruitment
- Familiar with industrial, engineering, manufacturing, or technical role requirements
- German mother tongue equivalent and business English communication skills
- Able to work 100% onsite

JOB RESPONSIBILITIES:

- The Talent Acquisition Lead plays a key role in recruitment operations in Germany, being responsible for both blue- and white-collar recruitment processes, including working closely with business units, hiring managers, and labour union.
- Fully in charge of the full hiring recruitment process from strategic planning to onboarding, such as sourcing, interviewing, hiring manager advising, candidate selection, and employer branding.
- Manage the vacancy inquiries and recruitment pipeline to support business units' recruitment needs according to plans efficiently.
- Oversee recruitment tools and maximise their efficiency to benefit the recruitment process spanning internal and external job boards, LinkedIn, social media, job fairs, university roadshows, etc.
- Collaborate with international teams across continents.

JOB REQUIREMENTS:

- Proven ability to execute end-to-end recruitment activities
- Experience working with labour union from a manufacturing perspective
- Well-versed in German labour laws

BENEFITS:

- Base Salary: 60,000€ - 70,000€ per annum
- 30 days of annual leave

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## Company Description