



Field Recruiter

Job Scope

The Field Recruiter will ensure all recruitment processes, practices, compliance, technology, community resources, and tools are used in the field to source quality candidates for open positions promptly.

Responsibilities

- Recruit Field personnel promptly and following Operational Needs.
Ensure approved high-volume recruitment process is followed for improved time to fill/conversion efficiency.
An adequate number of qualified candidates are identified and screened.
Work with Operations to develop a robust Workforce Plan and Execute it accordingly.
Creative sourcing tactics are used every week. College, Diversity, Military, and other targeted recruiting tactics are deployed.
Community Sources are set up and provide hires consistently.
Ensure FSG is utilizing our ATS in the most productive way. Adjust, Implement, Train, and Maintain as needed to ensure consistency.
Weekly recruitment reports are pulled from ATS and used as a management tool to target critical accounts and recruitment efforts.
Ensure client concerns are addressed, acted on, and improved in the proper time frame.
Work with Operational leadership to provide guidance and guidelines to ensure hiring managers are involved in the process promptly and appropriately.
Educate and Influence using Data Analytics.

Requirements

- At least three years in recruiting in construction or field positions
Able to pass a drug/background screen.
Electrical Experience is a plus
Be able to create relationships to obtain referrals