

Job Title: Talent Sourcing Intern

Want to build a stronger, more sustainable future and cultivate your career? Join **Cargill's** global team of 155,000 employees who use new technologies, dynamic insights and over 154 years of experience to connect farmers with markets, customers with ingredients, and people and animals with the food they need to thrive.

JOB PURPOSE

The Talent Sourcing Intern will execute talent sourcing process to identify potential candidate pipelines to meet recruiting demand. In this role, you will conduct labor market analysis including competitor scan, talent accessibility and local market conditions and apply highly technical and specialized skills to identify and attract passive candidates to fill current or future vacancies. The Internship is 6 months long and we offer 30 working hours per week, adjustable as per your university program.

KEY ACCOUNTABILITIES

- Execute talent sourcing processes consistent with regional talent sourcing strategies.
- Maintain social media and professional networks to engage potential candidates.
- Evaluate and screen potential candidates and develop a talent database to fill current and future vacant positions in the company.
- Conduct labor market analysis, market data intelligence, benchmarking leading industry practices and competitors and trend analysis and provide relevant reporting for defined businesses.
- Ensure compliance following established processes and consistent recruitment tools.
- Other duties as assigned

MINIMUM QUALIFICATIONS

- Academic background in HR or related field – preferable in the 3rd or 4th year or recent graduate
- Very good written and verbal English skills
- Interested in working in an ambiguous environment and with colleagues located in a remote office
- Very good in Microsoft Office Suite (Outlook, Word and Excel)
- Excellent communication skills

PREFERRED QUALIFICATIONS

- Experience in social media recruiting using related applications and online job boards
- Fluency in another foreign language

Our Offer

We provide a fast paced stimulating international environment, which will stretch your abilities and channel your talents. We also offer competitive salary and benefits combined with outstanding career development opportunities in one of the largest and most solid private companies in the world.

Interested? Then make sure to send us your CV and cover letter in English today at silviya_banova@cargill.com