**Head of Recruitment | Based in Lytham | Up to £50,000 per annum**

We are looking for a Head of Recruitment to have full responsibility for developing the recruitment strategy for the Group. Leading the in-house recruitment team, you will ensure that the Tangerine Group attracts, selects, and retains the best possible talent in the marketplace. You will play a key role in ensuring the Group is well positioned to achieve its commercial objectives.

**About the role**

Main duties (but not limited to):

* Develop the recruitment strategy for the Group.
* Proactively develop initiatives to attract the best talent.
* Ensure that all job adverts are full SEO optimised.
* Support hiring managers with the recruitment process.
* Lead and coach the in-house recruitment team.
* Focus on direct methods of recruitment.
* Build strong relationships with hiring managers and key stakeholders.
* Attend management meetings.
* Create talent plans for all roles.

**About you**

* Previous experience as an in-house recruiter or Talent Acquisition Specialist/Partner.
* Senior recruitment or management experience.
* Experience of pro-actively recruiting difficult to fill roles through LinkedIn.
* Up to date with employment law and best recruitment practice.
* Highly effective communicator at all levels.
* Must have a high attention to detail.
* Working knowledge of MS Office.
* Proficient in writing engaging job adverts.
* Excellent organisation and prioritisation skills.
* Competent at dealing with ever changing demands.

Please note - it is a requirement of this role that you are based at our Head Office five days a week. We are not able to consider a work from home arrangement with this role.

**About us**

The Tangerine Group is a privately held company based in Lytham. Within the group are ten limited companies, each operating as stand-alone entities. We specialise in the manufacture and sales of animal health and nutrition products for farm and companion animals, including veterinary and equine products.

We are passionate about being the best and you should be too!