

ReCor Medical

Ultrasound Denervation Therapies

Senior Manager, Talent Acquisition

Department: G&A - HR

Reporting to: Senior Director, HR

Location: Palo Alto

About ReCor Medical

ReCor Medical is a medical device company that designs and manufactures the Paradise System, a proprietary ultrasound ablation system for renal denervation (RDN). RDN is a new potential therapeutic approach for the treatment of hypertension, one of the most prevalent medical conditions. The Paradise System is approved for sale in the EU and bears a CE mark, but is not approved for sale in the United States. The System's intravascular catheters denervate renal nerves by combining the protection of water-based cooling of the renal artery with high intensity ultrasound energy for circumferential renal nerve ablation. The Paradise System has been studied in clinical trials of approximately 300 patients to date. Following the positive outcomes of the RADIANCE-HTN SOLO trial, ReCor will continue its evaluations of Paradise in RADIANCE-HTN TRIO (a feasibility study of patients with resistant hypertension), REQUIRE (a pivotal study of patients with resistant hypertension in Japan and Korea), and most recently with the launch the RADIANCE II pivotal study (a study of patients with moderate hypertension) in the United States and Europe.

Position Summary

The Senior Manager, Talent Acquisition will be leading the recruiting efforts for finding, hiring – and retaining talented candidates. In addition, the role is responsible for managing the recruitment and onboarding strategic direction and maintaining effective recruitment metrics, processes, systems and tools. The Sr. Manager, Talent Acquisition will partner and collaborate with leadership, hiring manager, and HR colleagues and will execute against the recruitment strategy to attract and assess ideal talent for ReCor and deliver an exceptional candidate and hiring manager experience, as a trusted partner to all stakeholders. This position reports directly to the Sr. Director Human Resources & Administration.

Responsibilities and Duties

- Be the ambassador and face of ReCor to prospective employees.
- Lead the end-to-end lifecycle of talent acquisition and selection across a variety of roles, business units at all levels of the organization.
- Maintain a sustainable talent acquisition strategy that meet current and future needs of the business
- Effectively manage multiple requisitions and candidates during high volume periods while creating and owning a positive candidate experience
- Source both active and passive candidates utilizing creative strategies and techniques
- Act as a partner, consultant, and advisor to management by developing, driving, and executing strategies to find and acquire diverse talent in highly competitive markets.
- Provide regular updates to the hiring managers and ensure ongoing communication

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- Provide a meaningful, mutually beneficial experience to candidates, while acting as a brand ambassador and DEI champion.
- Design, plan and execute employer branding activities
- Provide general administrative support in the preparation of documents including, but not limited to, offer letters, organizational announcements, etc.
- Track progress and activity to provide management updates on a weekly basis

Requirements

- Bachelor's Degree and 8+ years of experience in full life cycle recruiting, medical device or biopharma industry preferred
- Experience with sourcing passive candidates and pipeline generation, using a variety of techniques and demonstrating a creative and resourceful approach to finding great people.
- Demonstrated ability to recruit for experienced, specialty positions in clinical, med device manufacturing, QA, R&D, Regulatory, etc.
- In-depth knowledge of employer branding techniques
- Familiarity with a variety of different selection methods (interviews, assignments, etc.)
- Hands on experience with posting jobs on social media and professional job boards
- Proven experience in creating efficient recruiting processes
- Experience with ATS and Recruitment Marketing tools
- Excellent communication and interpersonal skills with a proven ability to take initiative
- Enthusiastic and friendly team player who is passionate about ReCor's technology and values
- A high level of integrity, a solid sense of accountability and the ability to make sound decisions quickly

COVID-19 vaccination requirements

At ReCor Medical, we care, we collaborate, we challenge, and we create. Pursuant to these core values, we are focused on the health and safety of our employees, as well as the teamwork essential for innovation of our pioneering technology.

COVID19 vaccines are required for all ReCor US office employees effective June 10, 2021, as well as all new US office employees joining our company. Fully vaccinated persons are those who are ≥ 14 days post-completion of the recommended series of an FDA-authorized COVID-19 vaccine.

Equal Employment Opportunity

At ReCor Medical, we value bringing together individuals from diverse backgrounds to develop new and innovative solutions for patients. As an equal opportunity employer, we do not discriminate on the basis of race, color, religion, national origin, age, sex (including pregnancy), physical or mental disability, medical condition, genetic information gender identity or expression, sexual orientation, marital status, protected veteran status, or any other legally protected characteristic.