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Talent Sourcer GTM

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Company: iDeals

Location: Poland

Category: arts-design-entertainment-sports-and-media

Get to Know Us iDeals is a global B2B SaaS product company recognized as in a secure business collaboration market. Trusted by more than **1,000,000 users** from **175,000 companies** globally, we are on a mission to create more prosperity in the world by accelerating high-stake business decisions. We achieve this by delivering extremely intuitive and robust software products that help people make impactful decisions with less stress, higher quality, and shorter hours:: A web-based cloud platform used by companies in a wide range of industries to ensure secure confidential document sharing for online due diligence, fundraising transactions, corporate reporting, licensing, clinical trials, and other business goals.: A cloud platform with web and mobile applications used by board members, CEOs, executives, and corporate secretaries, to streamline governance and improve high-stake decisions in a fast, secure, and compliant way. **The Role** We are looking for an experienced **Senior Talent Sourcer GTM** (Go To Market) to support and enhance our Company growth to build and execute sourcing strategies. The primary objective is to identify and attract top-tier sales and marketing professionals who will contribute to the growth and success of our company. You will be focused on sourcing exceptional candidates for our sales roles. Our Sourcing Team consists of 4 Talent Sourcers and a Sourcing Lead. We use multiple tools and automations, working with 5-10 roles simultaneously and delivering 40% of iDeals hires. Collaborating closely with our Talent Acquisition team and hiring manager from multiple departments, you will report to , our Talent Sourcing Lead.

What You Will Do

Employ creative and effective strategies to identify and engage sales candidates across

various platforms, including LinkedIn, social media, user groups, blogs, and other relevant online spaces

Work closely with recruiters and hiring managers to deeply understand the role's requirements, the function, and how it fits into the company

Regularly track and analyze pipeline metrics related to sales hires, providing valuable insights to internal stakeholders

Devise and execute strategies to build and engage both passive and active talent pipelines for sales positions

Monitor and maintain our existing candidate database, ensuring completeness of candidate profiles

Proactively seek input from the sales team, enjoying a collaborative environment where ideas are shared and discussed

What We Look For

3+ years of proven experience in talent sourcing in a fast paced environment, with a focus on sales roles

Experience with sourcing profiles across EMEA and Americas regions

Upper-Intermediate English level (B2)

A well-equipped sourcing/recruiting toolbox with proficiency in using email extractors, browser extensions, and people aggregator tools to gather comprehensive information on potential candidates

Hands-on experience with various ATS and CRM tools. Lever and Gem is a plus

Flexibility and adaptability, adept at shifting priorities and embracing new tools and methods to achieve outstanding results in a dynamic environment

Strong interpersonal and cross-cultural communication skills for building and maintaining strong relationships with recruiters, hiring managers, and candidates.

Successful track record of sourcing outside of LinkedIn for Sales and marketing profiles

Experience sourcing within international markets (US, APAC, EMEA, LATAM)

What We Offer We highly value our people, so we will provide you with all the resources and support you need to succeed. **For your work** Remote-first model with teams distributed globally • Home office set up budget • High-end laptop, monitor and any additional IT equipment needed • Reimbursement of co-working space expenses **For your well-being** • Medical insurance with flexible coverage • Compensation for sports, yoga, mental, and other health and wellness-related activities • Reimbursement of participation in sports competitions • 26 business days of paid time off per year • Unlimited health-related time off **For your growth** • Individual Development Plan based on your career interests • Generous budget for learning and development activities • Professional and self-development books and subscriptions compensation • iDeals' support of your passion as a speaker or writer • Internal growth and internal mobility opportunities **Extra perks** Team-building offline events • Budget for local gatherings in global locations • Generous internal referral program • iDeals Surprise Boxes **Our Culture** Commitment, Excellence, Collaboration, Trust and Care are core values to the iDeals team. For us, these are the principles that every iDealer lives and breathes. We are on the lookout for like-minded individuals who share our values. By doing so, we are able to create a team where talents feel at ease and are able to work to the best of their abilities. **Commitment and Excellence** inspire us to set the bar high, achieve the most ambitious goals and push the limits further. Our diversity and different perspectives are the foundation of our success. **Collaboration and Trust** ensure that everyone has access to all the information, proactively shares thoughts, and leverages the teammates' diverse opinions, experiences, and backgrounds. Both values help us to solve the most challenging problems. **Care** drives us to create a positive work environment and make everyone feel valued. We also stand for iDealers' physical, mental, financial, and personal well-being and encourage a healthy lifestyle and active living. iDealers work in a **remote-first model**, meaning we collaborate from anywhere – either home, cafe, co-working space, or one of our offices. Some roles may have specific location-based requirements, including in-office and client interactions. Despite being located across the globe, we stay connected through the latest tools and technologies, ensuring that everyone on our team feels surrounded by teammates and engaged with our common goals **iDeals is an equal opportunity employer** iDeals is made up of people from a wide variety of backgrounds and lifestyles. We embrace diversity and invite applications from people from all walks of life. We don't

discriminate against employees or applicants based on gender identity or expression, sexual orientation, race, religion, age, national origin, citizenship.#LI-YV1

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