**Technical Recruiter job description**

**Job brief**

Technical recruiters should be detail-oriented and have strong interpersonal, listening and speaking skills. They will also need to be good at making decisions, particularly because they are constantly reviewing candidates’ qualifications or working to resolve disputes between employers and job candidates.

**Responsibilities**

* Keep our candidate pipeline full by recruiting, evaluating, matching, submitting, placing, reactivating and retaining great IT candidates.
* Promote our job opportunities in a way that stands out from the crowd, leveraging internet job ads and postings, emails, job fairs, trade shows, referral programs and other recruiting tools to attract excellent candidates on a continual basis, staying within applicable branch recruiting/strategic plan budgets.
* Continually interview and evaluate applicants—on-site and/or via phone and web—to identify those that would serve as the best ambassadors for Consultis.
* Actively match and market top candidates to Business Development Representatives so they can, in turn, market them to client companies to increase our placement ratio.
* Support the team as needed with job order entries and updates in the database, as well as client phone and in-person contact.
* Maintain accurate and timely records in our company database to ensure we are ready to jump on fulfillment of every qualified job order.
* Negotiate wages, terms and conditions of employment with candidates, both full-time and contract, so as to meet client needs, maintain strong consultant relations and meet target gross margins.
* Ensure all agreements and contracts are consistently executed and fully utilized.
* Complete thorough reference checks for each submittal, capitalizing on every opportunity for lead generation.
* Ensure both clients and consultants are happy during engagements by providing the appropriate supervision to consultants, conducting both weekly performance checks and health checks.
* Maintain and retain complete consultant files within labor law standards.
* Actively leverage a network/user group base to promote the Consultis brand, gain market share and enhance our reputation.
* Continually maintain an understanding of the industry and skill sets served, including trends and new developments.
* Meet or exceed targeted goals, while accurately and regularly reporting on the key results and activities that contribute to those goals.

**Requirements**

* B.Tech/M.Tech. in Computer Engineering or equivalent field from a reputed University.
* 10+ years of Python, Java and/or C# development experience.
* Proven software architect with at least 7+ years of experience in a similar role
* Documented experience architecting and building large scale, distributed technology solutions.
* Understanding of cloud-native architectures for distributed computing, containerized micro services, and data processing.
* Experience with automated delivery pipelines (GitHub) is a requirement.
* Experience with cloud-based analytics infrastructures (Cassandra).
* Familiarity with a variety of programming styles (e.g. OO, functional) and in-depth knowledge of software design patterns is a plus.
* Well versed in Python development.