



Camco Technologies – Recruiter

Your role

To support our continued growth, we are looking for an experienced **Recruiter** to join and strengthen the HR team at our headquarters in **Heverlee**.

As Recruiter you are responsible for recruitment activities within the organization together with the hr partners. You work in close collaboration to ensure a consistent and high-quality recruitment approach across the organization.

Your key responsibilities include:

- **Recruitment activities & coordination**
You are responsible for core recruitment activities, including sourcing candidates, screening CVs, conducting interviews, and coordinating feedback.
- **Vacancy management & sourcing channels**
You create and publish job vacancies and proactively determine the most effective recruitment channels and platforms. This includes selecting and managing appropriate job boards and websites, with particular attention to international recruitment needs.
- **International recruitment (local hiring)**
You support international recruitment by sourcing and interviewing local candidates across Europe, the United States, and selected non-EU countries. You take local labor markets and recruitment channels into account and adapt sourcing strategies accordingly.
- **Recruitment advisory support**
You provide input and advice to HR Business Partners and hiring managers on recruitment-related topics, including sourcing strategies, labor market insights, and candidate availability for specific roles.
- **Stakeholder communication**
You ensure clear, structured, and timely communication with all stakeholders involved in the recruitment process, keeping them informed and aligned throughout.

Your profile

Must haves

- Strong expertise in recruitment, with a focus on technology-driven environments;
- Proficiency in using recruitment platforms, applicant tracking systems (ATS), and modern sourcing tools to manage the candidate pipeline;
- You know the (current) job market and can advise on how to approach recruitment regarding the specific profiles
- You are fluent in Dutch and English

- You can easily use different IT tools
- You are a strong team player with excellent communication skills.
- A pragmatic mindset and hands-on mentality are essential.

Nice to have

- Experience recruiting difficult-to-find profiles (e.g. engineering and IT profiles)
- You are fluent in French
- You have experience hiring internationally

Our offer

- A permanent contract with a competitive salary package, including a company car, fuel card, meal vouchers, eco vouchers, pension plan, health insurance, and more.
- Flexible hours and the option to work in a hybrid setting.
- Free soup and fruit are available daily in an open and informal work environment.
- Regular company events to strengthen team spirit.
- An office that is easily accessible by car, with parking facilities.
- You will join a company that values collegiality and personal growth, where you can make a difference as part of our enthusiastic HR team.

Still recognize yourself? Enthusiastic about the job? Then click apply and get in touch with our HR Team!

<https://www.camco.be>