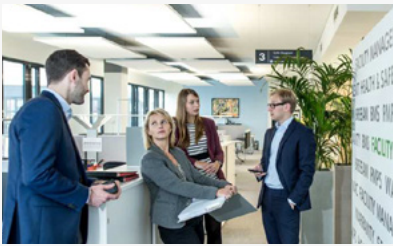




UNIBAIL-RODAMCO-WESTFIELD

## HEAD OF TALENT ACQUISITION AND SCHOOL RELATIONS (M/F/D)

DÜSSELDORF (AIRPORT CITY)



UNIBAIL-RODAMCO-WESTFIELD

**Unibail-Rodamco-Westfield** is the premier global developer and operator of flagship shopping destinations, with a portfolio valued at €65.0 Bn as at June 30, 2019.

Currently, the Group owns and operates 92 shopping centres, including 55 flagships in the most dynamic cities in Europe and the United States. Its centres welcome 1.2 billion visits per year.

12  
COUNTRIES

92  
SHOPPING  
CENTERS



Unibail-Rodamco-Westfield Germany GmbH  
Part of the Unibail-Rodamco-Westfield Group  
Klaus-Bungert-Str. 1  
40468 Düsseldorf

[www.urw.com](http://www.urw.com)



### Your role

- Design and manage the talent acquisition strategy to identify, attract, and hire the best talent for URW Germany, both for:
  - *European Graduate Programme (EGP), for recent graduates in business and/or engineering coming from top-tier business and engineering schools and universities*
  - *Other experienced roles across all our business and support functions, for industry experts with a proven track record*
- In coordination with the European colleagues, design and implement an ambitious strategy to develop a strong employer brand and university relations practice
- Lead and execute compelling local employer branding initiatives, university relation activities and recruitment events
- Mobilize URW managers and employees for on-campus events and the recruitment process
- Communicate effectively with internal business leaders to identify needs and evaluate the best recruiting solutions; proactively drive workforce planning and resource forecasting by working closely with the business teams
- Lead the talent management and branding strategy around employee referrals, social media campaigns, event strategies, onboarding, and diversity & inclusion initiatives
- Develop and manage the presence on social media (Xing, LinkedIn, Glassdoor, Instagram etc.) and contribute to reinforce external communication to strengthen the employer brand
- Oversee the application management and ensure a compelling candidate experience; identify, assess and implement innovative ideas to improve the effectiveness of URW's recruitment processes and tools
- Build a pipeline of talent and develop your own international network in the retail real estate market
- Take ownership for local and international HR and talent acquisition projects and processes
- Report on the recruitment activities on a regular basis (HR Direction; Country Management Team)

### Your profile

- You hold a master's degree in Business Administration or have a similar qualification, ideally with a focus on HR
- You have gained at least 5 years of relevant work experience in recruitment/talent acquisition activities, e.g. at a personnel service provider or in a similar position
- You enjoy being part of an international environment, having already lived and/or worked abroad, always striving for an international career in HR
- You have outstanding interpersonal and communication skills, a capacity for teamwork and a strong business orientation
- You are structured, proactive, results-driven, resourceful and self-motivated
- You have a fluent command of business-level English and German

### About Unibail-Rodamco-Westfield

We are proud of our teams whose skills lie across a range of disciplines, from engineering and finance to marketing, digital, design, development, operations and leasing. Our highly experienced management team fosters an environment that celebrates new ideas, engagement and individual development. We are committed to diversity and promote an inclusive culture where people are positively encouraged to succeed.

## APPLY NOW

Are you ready to start something new? Please send your application to [careers-germany@urw.com](mailto:careers-germany@urw.com), stating your earliest possible date of entry and your salary expectations.

In case of further questions, please do not hesitate to contact Patrick Wagner, HR Manager (+49 211 302 31 102).