

# International Senior Talent Acquisition Manager

Stellenanbieter: ProVeg e.V.

## Role Summary

As our **Senior Talent Acquisition Manager**, you will play a key role in strengthening ProVeg's ability to attract, engage, and hire mission-driven talent across our international organisation.

This role combines strategic talent acquisition leadership with hands-on recruitment delivery. You will personally lead end-to-end recruitment for international and selected country office roles, while developing recruitment standards, tools, and practices that enable hiring managers and People & Culture colleagues to recruit effectively and consistently. We are therefore looking for someone who enjoys both shaping recruitment strategy and executing recruitment activities directly.

You will work closely with the Director of People & Culture to build a proactive, candidate-centred, and data-informed approach to talent acquisition, helping strengthen ProVeg's position as an employer of choice.

## Job details

**Reports to:** Director of People & Culture

**Department:** INT People and Culture

**Working hours:** 30-40

**Salary:** depending on location and experience, e.g. €44,000 - 48,000 in Germany, z? 120,000 - 150,000 in Poland (full-time equivalent).

**Location:** Remote.

We welcome candidates globally who hold permanent residency and can adhere to a working schedule that includes core collaboration hours of 10 am - 4 pm CET.

## Responsibilities

- Lead and execute full-cycle recruitment for international and selected country office roles, including job advertising, sourcing, screening, candidate communication, interviewing, selection support, and offer coordination.
- Act as a trusted talent partner to hiring managers, helping define role requirements, assess candidates fairly, and make informed hiring decisions.
- Develop and strengthen ProVeg's employer brand through authentic recruitment messaging, content, and candidate engagement.
- Build and maintain a consistent recruitment framework across ProVeg, including templates, guidance, toolkits, and quality standards.
- Own and optimise our platform Teamtailor, ensuring efficient workflows, reliable

recruitment data, and transparent reporting.

- Use recruitment insights and data to identify opportunities for improvement and support workforce planning together with the Director of People & Culture.
- Train and support hiring managers and People & Culture colleagues to recruit with greater confidence, consistency, and effectiveness.
- Document and share recruitment practices, lessons learned, and tools across teams and countries.
- Communicate progress, challenges, and recommendations clearly, proposing practical solutions and next steps.

## Competencies

- You bring strong experience in full-cycle recruitment, including sourcing, screening, interviewing, stakeholder management, and offer processes.
- You have experience recruiting for international, senior, or specialist roles in complex or fast-moving environments.
- You are confident advising hiring managers throughout the recruitment process and balancing strategic thinking with hands-on execution.
- You have experience improving recruitment processes, frameworks, toolkits, or ways of working.
- You have hands-on experience with applicant tracking systems, ideally Teamtailor, and using recruitment data to improve hiring outcomes.
- You demonstrate curiosity and openness to exploring responsible AI applications in recruitment, with awareness of data privacy, ethics, and transparency.
- You demonstrate strong organisational skills and can manage multiple recruitment processes simultaneously while maintaining quality and candidate experience.
- You have experience collaborating across cultures, countries, and time zones.
- You have an affinity with ProVeg's mission and vision.
- You are fluent in English and have excellent written and verbal communication skills.

## Preferred

- You have experience creating employer branding content, such as careers page content, social media posts, candidate communications, or employee stories.
- You have experience with LinkedIn Recruiter or similar sourcing tools.
- You have experience working in a mission-driven, non-profit, advocacy, or international organisation.
- You have experience with Personio, Leapsome, Google Workspace, or similar tools.
- You have contributed to workforce planning or talent strategy.
- You have experience training or coaching hiring managers or People & Culture colleagues on recruitment practices.

## Benefits of working with ProVeg

- A strong organisational focus on personal development, with a designated training budget.
- Provision of a work laptop.
- Flexible, trust-based working arrangements and home-office arrangements.
- Career development support.
- Mental health & wellbeing support via access to the OpenUp platform and a free Headspace subscription
- We are a workplace that encourages everyone to bring their whole selves to work. We are an inclusive workplace for our diverse employees around the world.
- Generous annual leave entitlement - 25 days increasing by one day a year to a maximum of 30 days (plus bank holidays)
- And, last but not least, become part of a great team and work with us towards a world where everyone chooses delicious and healthy food that is good for all humans, animals, and our planet!
- Depending on your location, there might be additional benefits.

## Further Information

Please apply with your CV and a cover letter explaining why you are motivated to join ProVeg and describe how you can bring in your experience to this role. Even if you do not meet all the requirements, we still encourage you to apply. Our tasks are diverse, and we are flexible in how we distribute them. We are happy to support your growth and development. We also encourage all applicants to apply **without a photo** or disclosing their **date or place of birth**.

If you are living with a disability, health condition and/or neurodiversity, please feel free to let us know how we can adjust and support your application process. For example, we can offer alternative tools, different interview formats, or additional time for tasks.

## Important:

Please make sure to use your own words and ideas in the cover letter. The goal is for us to know you better in order to assess if this role and your motivation are a good fit. Letters written with AI, or written in a language other than English, will be disregarded.

For any questions about the role or application process, feel free to contact [people-and-culture@proveg.org](mailto:people-and-culture@proveg.org). (Please note: Applications sent directly to this email address will not be considered. Kindly follow our official application process.)

## Application process:

- Screening of your application
- Interview with People & Culture (30-40mins)
- Job related trial task (~ 2 hrs.)
- Second interview with the team (60mins)

**When:**

- **Application deadline:** open until filled
- **Start date:** preferably 01.08.2026

**Bewerbungsschluss:** 15.07.2026

**Stellenanbieter:** ProVeg e.V.

Recruiting / HR

Genthiner Straße 48

10785 Berlin, Deutschland

**WWW:** <https://proveg.org/careers/current-open-positions/>

**Ansprechpartner:** Teresa Romagna

**E-Mail:** [people-and-culture@proveg.org](mailto:people-and-culture@proveg.org)

**Online-Bewerbung:**

[https://careers.proveg.org/jobs/7837554-international-senior-talent-acquisition-manager?utm\\_campaign=jobs-widget&utm\\_source=careers.proveg.org&utm\\_content=jobs&utm\\_medium=web](https://careers.proveg.org/jobs/7837554-international-senior-talent-acquisition-manager?utm_campaign=jobs-widget&utm_source=careers.proveg.org&utm_content=jobs&utm_medium=web)

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**greenjobs.de-Adresse dieses Stellenangebots:** <https://www.greenjobs.de/a100153292>