

Head of Talent Acquisition

Job Ref 102

Job Description

Following a ground-breaking scientific result, First Light Fusion is set to accelerate its period of high growth. To ensure that we attract and retain the best talent and continue to foster the best environment for our team, we are looking for an innovative and hands-on Head of Talent Acquisition.

In this new role, you will be responsible for all recruitment activities and to develop a first-class resourcing strategy. You will work with business leaders to understand their recruitment challenges and develop recruitment processes to suit the business.

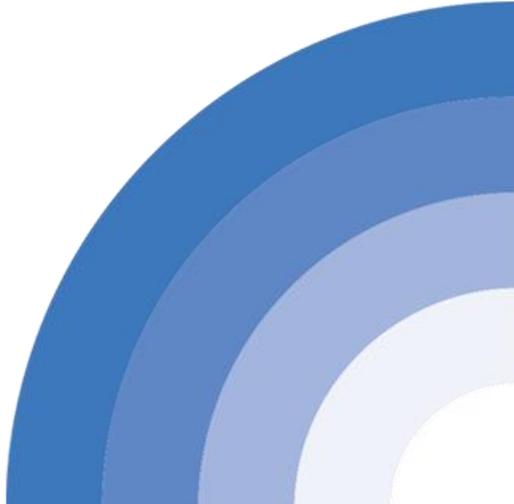
This critical role requires a highly resourceful, creative and influential individual with the ability to build a leading talent acquisition function.

Responsibilities will include:

As a key member of the leadership team, you will:

- Lead the development of our talent acquisition strategy to attract, identify, select, and onboard the highest calibre of talent into our business
- Design and implement strategies to build a diverse and inclusive workplace
- Build a plan to scale recruitment
- Develop and own the recruitment process and the relationship with stakeholders (recruiters, hiring managers, ...)
- Ensure compliance with legal and regulatory requirements of the hiring process
- Partner closely with hiring managers to understand their hiring needs and effectively source their talent
- Lead employer branding and EVP in alignment with our culture, raising the profile of the organisation amongst potential pools of new talent.
- Develop and leverage our website career page and work with the comms team to ensure that other technology channels (e.g. social media) are used extensively to attract candidates
- Own the full recruitment life cycle from shortlisting to contract signature, and support the onboarding process
- Ensure a top-quality candidate experience
- Keep up to date with the talent market and competitors' offering, and suggest changes to remain competitive

Essential

- Degree in a relevant field
 - Proven experience in talent acquisition in a highly skilled environment
 - Proven track record of developing talent acquisition campaigns
 - Advanced knowledge of effective recruitment platforms
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- Bright, engaging person who enjoys interacting with colleagues and other professionals
- Able to communicate with a variety of stakeholders and to influence senior leaders
- Excellent planning and prioritisation skills

Desirable

- The ideal candidate will have experience from a high-performing, high-growth tech company
- CIPD level 5 qualification
- Knowledge of Immigration law, navigating the complexity of the procedure around VISA process and hiring foreign nationals
- A basic understanding of contract law as it relates to employment offers and contracts
- Experience of successfully using social media tools and search engines to develop employer brand and candidate sourcing with proven effective results

Benefits

- Very competitive salary
- 25 days annual leave (increasing to 28 with time in service) + bank holidays
- 8% employer pension contribution without matching requirements
- Relocation support
- Flexible working
- Generous share options scheme
- Free lunch and soft drinks
- Enhanced maternal / paternal leave
- Enhanced sick leave

Additional information

- Start Date: Immediate
- Duration: Permanent

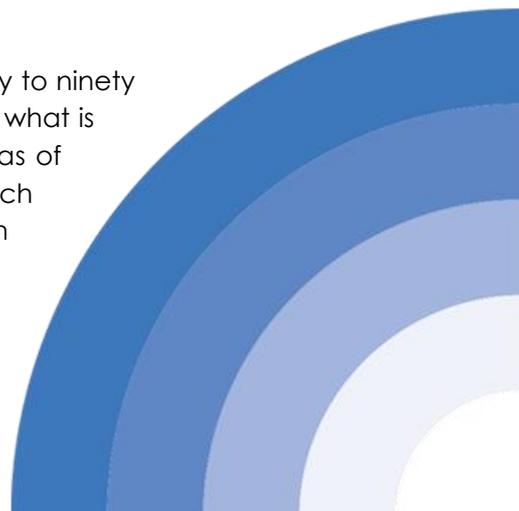
How to apply

Please send your application and CV to careers@firstlightfusion.com quoting the job title in the subject. If you don't hear back from us within four weeks, it means that unfortunately your application was unsuccessful at this time.

Informal enquiries may also be addressed to careers@firstlightfusion.com.

The interview process

We typically carry out two separate interviews, each one about sixty to ninety minutes long. The first one aims to understand how your skills match what is required for the job and the discussion will be focused on your areas of expertise. If successful, you will be invited to the second interview, which is more focused on your personal skills, and how your objectives align with the company mission and values. We try to understand the



value you will add to First Light, and how you can thrive and be happy with us. There will be opportunity to ask us as many questions as you like.

If you are invited to the second interview, it's probably time to warm up two of your referees, as we may ask you to put us in touch with them. If you are the successful candidate, we will send you an offer letter and, once agreed, a contract.

If you are invited to an interview, we will certainly get back to you to let you know the outcome.

To help with logistics issues, we can arrange so that the two interviews are organised on the same day. We will also reimburse reasonable expenses you incur to come to talk to us.

We don't have a dress code at First Light and regardless of seniority there is a good mix of t-shirts, trainers, shirts and blazers. For your interview, please dress in whatever makes you feel most confident and comfortable.

[Our commitment to equality, diversity and inclusion](#)

We are a small company with a huge mission. The only important aspect for the team, and for each individual, is the contribution they can make. Our selection process and requirements for career progression disregard gender, gender identity, race, disability, colour, religion, and all other aspects of diversity that make us all humans. Diverse teams have been proven to be better and we strongly believe it. We're not perfect but we strive to be.

[Information for recruiters](#)

We work with a trusted network of recruiters, therefore CVs sent by other recruitment agencies will not be considered. In the event that the company receives a CV from both the direct applicant and a recruitment agency, the CV will be treated as a direct application by the individual only. Unsolicited contact from recruitment agencies will be disregarded.

First Light Fusion

We are a lean, focused and agile company researching energy generation by inertial confinement fusion. We spun out from the University of Oxford in June 2011 and are based near Oxford. First Light continues to work closely with the academic community, both in the UK and internationally. The company is well-funded by both institutional investors and private individuals.

Inertial confinement fusion for energy generation is a well-established research field and is being pursued in many laboratories worldwide, perhaps most notably in the US at the National Ignition Facility. We are exploring a number of alternative research directions that harness the same fundamental physics, with the prime focus being power generation. Our work to-date has included theoretical analysis, detailed numerical simulation, and experimental validation. We have an increasingly clear vision of the pathway to a power plant.

We really believe fusion will be solved in the 2020s. If it's solved by us, fantastic, if it's solved by someone else, still great.

