



## **Recruiter**

Billerica, MA

**Apply at:** <https://www.fitzii.com/apply/52624?s=fc>

Walden has almost doubled in size this year and we need a motivated Recruiter to continue growing our team as we scale our business! You will report directly to the head of Walden's People Team and manage end to end recruitment for all positions across multiple locations. You'll leverage your experience, market knowledge and industry research to build a best in class candidate experience aligned with Walden's brand to attract dependable employees with passion for our mission to increase the amount of sustainable, locally raised meat consumed in the Northeast. As we continue to grow and scale, you'll also have the opportunity to branch out into gaining experience across additional HR functions.

### **What You'll Do**

- Manage the recruiting process for all hourly and salaried positions at Walden locations (primarily warehouse, delivery driving, meat processing and corporate functions)
- Advise hiring managers and senior leaders on recruiting and hiring strategies to achieve their departmental goals
- Communicate Walden's mission of raising sustainable, locally-grown meat to candidates at all stages of the candidate journey
- Create engaging job postings that align with Walden's brand
- Leverage new recruiting tools and strategies to attract top talent
- Develop candidate pipelines for hourly Operations positions to ensure business continuity
- Manage the interviewing process with cross functional, multi-location team members
- Partner with the Director of People to develop and implement recruiting KPIs and a people-friendly candidate experience
- Participate in recruiting and HR software selection, implementation and maintenance
- Support broader People team and company initiatives as needed

### **What You'll Bring**

- 3-5 years of recruiting experience, including both hourly and salaried positions
- Associate's or Bachelor's degree or equivalent additional work experience
- Passion about our mission to grow sustainable, local food systems and agriculture in the Northeast
- Enthusiasm for developing a best in class candidate experience

### **Bonus points if you have...**

- Familiarity with Calendly
- Experience with recruitment marketing and employer branding
- Experience in other HR functions outside of talent/recruiting
- Experience recruiting for an on site RPO or contingent workforce MSP

### **What We Offer**

- Financial: Salary aligned to experience level, Company Bonus Plan, 401k (starting at 1 year)
- Health & Wellness: Medical & Dental (starting at 90 days), Unlimited PTO, 7 Paid Holidays, Parental Leave, 6 Year Sabbatical Program

- The Fun Stuff: up to 5 lbs of free meat weekly, 25% off up to 2 Walden monthly meat shares, 25% discount at our Boston butcher shop, family-friendly annual company picnic

**When You Join Walden...**

You'll be Making Local Work - contributing to a mission-driven startup committed to reinvigorating local agricultural economies, in support of healthier communities, animals and soil. Walden Local is New England and New York's leading brand of sustainable, locally-raised meat, connecting families with farmers by distributing directly to thousands of households across the Northeast. We believe in simplicity, doing ridiculous things for our members, and that the little things matter. We're building a diverse team that shares these passions. If you're inspired by ambitious missions and working hard to solve complicated problems, we'd love to meet you!

We're proud to be an equal opportunity employer - and celebrate our employees' differences, including race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, and Veteran status. Different makes us better.

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