

Technical Recruiter

POSITION SUMMARY	
Title	Technical Recruiter
Division	Human Resources
Location	Montreal, Canada
Industry	Electronic Test and Measurement Equipment
Employment Type	Full-Time
Experience	Intermediate Level

COMPANY OVERVIEW

Founded in 2012 through self-funding, **Introspect Technology** designs and manufactures innovative test and measurement equipment for high-speed digital applications. Whether it is the next smartphone or the level-4 autonomy engine in a mobility solution, our award-winning tools are used to develop, test, and manufacture next-generation products. In short, we help the leading global technology companies **make tomorrow's technology today's possibility**.

WHY INTROSPECT

DRIVE TOMORROW'S TECHNOLOGY

At Introspect, we're solving the most difficult problems encountered in electrical engineering with a passionate team that is inventing the world's most innovative test instruments. You will have the opportunity to create state-of-the-art test and measurement equipment — tools which will empower engineers to produce their finest work. You'll not only make a meaningful difference in our customers' careers, but you'll also impact the lives of people around the world with work that propels global innovation forward.

COLLABORATE WITH DRIVEN COLLEAGUES

You will work with a team of diverse and intelligent colleagues as well as with customers at the top technology companies in the world. At Introspect, you'll gain a rich, multi-disciplinary experience with colleagues and mentors committed to helping you learn and achieve your career goals.

PURSUE YOUR PASSIONS

We'll provide the support you need to do what you love and help you pursue a career which aligns with your values, passions, and aspirations. We also offer a competitive employee benefits package that includes medical and dental coverage. Join us to achieve your maximum potential, produce the best work of your career, and deliver meaningful value to customers.

JOB DESCRIPTION

As the company is rapidly expanding its portfolio of products, Introspect Technology is seeking a **Technical Recruiter** to help source highly qualified candidates from all fields in electrical engineering and software engineering.

As a technical recruiter, you will contribute to screening and providing a shortlist of qualified candidates for various technical roles. You will also network with potential candidates to promote our company brand, reduce our time-to-hire, and ensure we attract the best professionals.

Ultimately, you will build a strong tech talent pipeline and help hire and retain the most skilled employees for our engineering positions.

RESPONSIBILITIES

- Write and post technical job descriptions
- Source potential candidates from universities, career sites, and career events
- Perform pre-screening calls to identify the best candidates
- Implement and execute interview methods that include structured interviews, technical assessment interviews, and behavioral interviews
- Compose job offers
- Participate in employee onboarding

QUALIFICATIONS

- Proven work experience as a Technical Recruiter or Recruiter
- Hands-on experience with various interview formats
- Technical expertise with an ability to understand and explain job requirements for high-tech roles
- Familiarity with applicant tracking systems and resume databases
- Solid knowledge of sourcing techniques (e.g. social media recruiting)
- Excellent verbal and written communication skills
- Solid understanding of HR practices and labor legislation
- BSc in Human Resources Management, IT, or relevant degree

APPLICATION PROCESS

Please email your resume to careers@introspect.ca with the subject line "AD-F020-E-21215 – Technical Recruiter". **Applications will be considered on a rolling basis.**