

Position Description

Title: Recruitment Specialist

Location: Toronto; Flexible

Job Type: Full Time / Permanent

Hydrostor (“Hydrostor” or the “Company”) is a developer of Advanced Compressed Air Energy Storage (“A-CAES”) systems, a technology uniquely suited to enable the transition to a cleaner, more reliable electricity grid. A-CAES provides grid services that are not readily replicated by other storage technologies, giving it unique market potential. It flexibly addresses bulk electricity system needs for dispatchable capacity, renewable integration and optimization, transmission deferral and ancillary services, and has applicability for some use in behind-the-meter or remote applications for large industrial operations (such as mines, data centres, etc.). Hydrostor’s solution delivers low-cost, long duration bulk energy storage (hundreds of MWs, 6 - 24+ hours) that is synchronous and emission-free and can be located where required by the grid.

Hydrostor is based in Toronto and is advancing projects in the U.S., Canada, Australia and the UK aggregating 1,200 MW/~10,000MWh. The Company also has an active pipeline of earlier stage projects, and recently raised US\$250 million from Goldman Sachs that will allow it to build its first two projects and significantly expand its pipeline of development projects globally.

Hydrostor is a fast-paced, results-driven organization entering a stage of high growth. As the company is ramping-up its team, it has established a set of core values, tied to its mission:



Hydrostor values, respects and supports the diverse cultures, perspectives, skills and experiences within our team. Our employment decisions are based on business and position requirements without regard to factors such as race, sex, colour, ancestry, place of origin, ethnic origin, same-sex partnership status, sexual orientation, age, disability, citizenship, family status or marital status, creed, gender identity or gender expression, or any other factor that are legislatively protected. Hydrostor is committed to providing accommodations for people with disabilities. We will work with you to meet your needs.

THE POSITION

Representing Hydrostor in a positive and professional way, this role has full end-to-end ownership of Talent Acquisition and the Candidate Experience. This role will be leading the development and implementation of traditional and innovative recruitment practices and processes, and has the opportunity to build the function from scratch. As the owner of talent acquisition, the role is also responsible for the recruitment brand and external communications that increase Hydrostor's visibility. The role is intricately linked to the growth of the company, and will help define the talent strategy.

YOUR DAY-TO-DAY

- Own and deliver full-cycle recruitment including branding, sourcing, screening, interviewing, offer development and on-boarding
- Own dynamic and current recruitment branding suited to the talent market and target audiences; leverage external channels to advertise roles and access target audiences
- Establish pipeline of candidates across Canada, US, and Australia (and other jurisdictions as required); increase brand recognition in energy talent circles
- Establish strong preferred partnerships with external agencies and negotiate preferred fees and services
- Build and foster strong relationships with hiring managers and candidates; connect the dots between "needs", "wants" and "realities"
- Develop analytics and manage a living recruitment tracker; provide data as required to support the HR function
- Own the Candidate Experience and new hire onboarding process including pre-boarding, onboarding, administrative issues and scheduling Day One activities and welcomes; ensure seamless integration with payroll
- Ad hoc tasks as required

WHO YOU ARE

You are a talented and professional people-person who is resourceful, creative and solutions-oriented. You have excellent intuition with people and are able to build a strong rapport, easily. You enjoy challenges and learning new things. Multi-tasking and organization are your jam, and you have an innate ability to prioritize and manage your time. Your recruitment toolkit is well established, and if you've got Energy industry experience, that's a big plus. You are a generalist, who has recruited across levels and departments. You thrive on being independent and self-motivated to deliver results, and you dislike being micro-managed. Ownership and accountability oriented, you're ready to prove you're the best on the team.

WHAT YOU BRING TO THE TABLE

- College or University level education in Human Resources Management or similar
- 5+ year of relevant HR recruitment experience
- Knowledge of HR practices, Employment Law, Human Rights Code, ESA, etc.
- Knowledgeable in HRIS and recruitment systems
- Strong understanding and experience with applicant tracking systems and external recruiting channels
- Demonstrated recruitment experience in high-volume, fast-paced environment
- Excellent written, verbal and interpersonal communication skills
- Intermediate Excel skills and proficiency in Microsoft Office 365 and computer skill

WORKING STYLE

- Prolonged periods sitting at a desk and working on a computer
- Support outside of regular hours may be required, from time to time based on the needs of the business and time zone issues
- Travel is not expected to be a significant component of the role, but may happen situationally

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