



Join a high-performing group with a purpose: to grow a safer, cleaner, healthier future for everyone, every day.

We are hiring for **Sourcing Executive – Talent Acquisition** in **Halma India**

Location	Business Unit	Report to
Bengaluru	Halma Core	Deputy Manager – Talent Acquisition

About us

Halma is a global group of life-saving technologies companies, driven by a clear purpose. We are an FTSE 100 company with headquarters in the UK and operations in 23 countries, including regional hubs in India, China, Brazil, and the US

Our diverse group of nearly 50 global companies specialise in market leading technologies that push the boundaries of science and technology.

For over 50 years, the combination of our purpose, strategy, people, DNA and sustainable business model has resulted in **record long-term growth in revenues and profits and an increase in dividend by ≥ 5% every year**– an achievement unrivalled by any company listed on the London Stock Exchange.

Halma India fulfils the potential of the region by harnessing the diverse talents, expertise, infrastructure, and operational

We have a team of over 250 professionals representing commercial, digital and support functions across our seven offices in India, two in Bengaluru and one each in Delhi, Mumbai, Thanjavur, Vadodara, and Ahmedabad.

Halma India is an equal opportunity employer, which means the base of our recruitment decisions is always on skills, competencies, attitudes, and values. We are committed to hiring from diverse backgrounds without regard to age, ethnicity, religion, marital status, disability status, sex, gender identity, or sexual orientation.

Halma India is a Great Place to Work® certified organisation, recognised for 3 consecutive years.

Here's why working with us is fulfilling:

We offer a safe and respectful workplace, where everyone can be who they 'REALLY' are, feel free to bring their whole selves to work and use their unique talents, knowledge, expertise, experiences, & backgrounds to create meaningful outcomes.

We nurture entrepreneurial spirits and empower them to think beyond the possibilities, to discover, shape and build their own unique stories. Our diverse businesses and operations provide fulfilling opportunities to grow as individuals and make an impact.

We are simple, humble and approachable, and we believe in leadership at all levels to bring our purpose to life. Everyone at Halma India makes an impact, and so do you when you join us!



Detailed job description

<p>Position Objective (The purpose of role in current business/market scenario)</p>	<p>We are looking for a Sourcing Executive to support our Talent Acquisition team in identifying and engaging top talent across various functions and departments. The role requires utilizing job portals, social media, networking, and other sourcing channels to create a robust candidate pipeline. You will work closely with recruiters and hiring managers to understand role requirements, assess candidates for skills and cultural fit, and ensure a smooth recruitment process.</p>
<p>Responsibilities (KRAs / deliverables / job expectations)</p>	<ul style="list-style-type: none"> • Closely work with the Talent Acquisition team to understand the role specification. • Responsible for sourcing candidates through job portals and online channels to proactively build a talent pipeline with a focus on diversity sourcing. • Handle incoming referral CVs and maintain the referral portal and database. • Screen and shortlist candidates based on job requirements and organizational fit. • Assist in building talent pipelines for current and future hiring needs. • Conducts written evaluations and manages the interview process. • Maintains and updates MIS and recruitment trackers and tools at regular intervals.
<p>Critical Success factors (critical / high impact aspects of role)</p>	<ul style="list-style-type: none"> • Ability to access talent quality from profiles. • Ability to make a positive impact on potential candidates.
<p>Academic qualification</p>	<ul style="list-style-type: none"> • Any Graduation/PGDM/MBA in Human Resources would be preferred.
<p>Experience (exposure)</p>	<ul style="list-style-type: none"> • 1-3 yeas' experience in talent acquisition.
<p>Competencies (fundamental skills and attitudes)</p>	<ul style="list-style-type: none"> • Good communication skills. • Organized and process oriented. • Proactive and independent. • Quality and detailed oriented. • Willingness to learn.

Halma India is an equal opportunity employer, which means the base of our recruitment decisions is always on skills, competencies, attitudes, and values. We are committed to hiring from diverse backgrounds without regard to age, ethnicity, religion, marital status, disability status, sex, gender identity, or sexual orientation.