



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

We are hiring for **Talent Acquisition Specialist** in **Halma India**

Location	Business Unit	Report to
Bengaluru	Halma Core	Lead – 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 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!

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.



Detailed job description

Position Objective (The purpose of role in current business/market scenario)	The Talent Acquisition Specialist manages the end-to-end recruitment process by partnering with hiring managers, sourcing top talent through multiple channels, assessing candidates for skills and cultural fit, coordinating interviews, maintaining talent pipelines, and ensuring a positive candidate experience while meeting hiring goals within timelines.
Responsibilities (KRAs / deliverables / job expectations)	• Manage end-to-end recruitment activities by collaborating with various sourcing channels, job portals, recruitment agencies, and consultants to ensure a strong and quality talent pipeline. • Partner with hiring managers to understand hiring requirements, define job specifications, and develop effective recruitment strategies for open positions. • Screen and evaluate candidate profiles, conduct initial interviews to validate experience, skills, and qualifications, and assess candidates for cultural fit and alignment with organizational values. • Coordinate and manage the interview process, providing timely feedback to candidates and stakeholders. • Drive offer discussions, compensation negotiations, and ensure smooth closure of positions within agreed timelines. • Maintain regular communication with selected candidates and ensure continuous engagement until onboarding and joining. • Maintain accurate recruitment data, MIS reports, applicant tracking systems, and recruitment trackers, ensuring timely updates and reporting.
Critical Success factors (critical / high impact aspects of role)	• Communicate and work with hiring managers and supervisors from diverse group companies across globe. • Understand and construct JDs across diverse business / functions. • Assess talent quality from profiles. • Make a positive impact on potential candidates. • Build relations and work with external agencies effectively.
Academic qualification	• Graduates/post-graduates (B.E./B. Tech/MBA/PGDM)
Experience (exposure)	• Work Experience: 5-7 years
Key attributes (critical functional competencies)	• Good communication skills • Proactive, independent and process oriented. • High accountability & integrity • Data-driven & analytical mindset • Collaboration across functions • Time management & prioritization
	• Good knowledge of job portals. • Good knowledge of recruitment metrics.

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Competencies (fundamental skills and attitudes)

- Good knowledge of compliance and documentation requirements in hiring.
- Good understanding of job requirements and aligning candidate profiles.
- Good understanding of working software applications for the role.

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