

# Chevron Phillips Chemicals International NV – Talent Specialist

## We are looking for a Talent Specialist

As a Talent Specialist you will take a leading role in projects such as Talent Acquisition, Learning & Development, Diversity & inclusion and wellbeing programs and other corporate initiatives.

- Colleagues see you as someone who is bursting with ideas to come up with new, refreshing initiatives to strengthen the organization and its employees. When it comes to talent acquisition you will develop and implement innovative strategies to create broader talent pools. You challenge our hiring managers and find the best talent that fit our cultural values while ensuring a focus on diversity and inclusion. Together with the hiring managers you take care of a positive candidate experience. You are the driver to manage and create content for our employer branding campaigns on social media, other platforms and schools in in collaboration with our communication department.
- You are a critical and inquisitive person who collaborates with our leadership to identify training needs and create development programs that support career growth and skill enhancement. You play an important role when it comes to designing and implementing learning initiatives that foster an inclusive culture and evaluate the effectiveness of our training programs. To achieve this, you use your project and change management skills.
- In your role as Talent Specialist, you have an eye for diversity and inclusion efforts across the organization and you ensure these principles are embedded in our hiring practices and company culture. You will work closely with the broader HR team to develop and implement policies and practices that promote inclusivity and equal opportunity. By assessing these initiatives, you will come up with recommendations for continuous improvement.
- To enhance the overall employee experience, you will take the lead in in creating, developing and implementing wellbeing programs. Together with external partners and internal stakeholders you will promote health, wellness and work-life balance across the organization.

## Which Qualifications do we expect?

- Proven experience in talent acquisition, with a focus on diversity recruitment.
- Experience in learning and development, including designing and delivering training programs.
- Strong understanding of diversity, equity and inclusion principles.
- Excellent interpersonal and communication skills. In addition to English, we expect a good knowledge of Dutch.
- Ability to work independently and collaboratively in fast-paced environments.
- Passion for promoting a diverse and inclusive workplace culture.
- We are looking for a creative thinker, strong communicator, flexible in approach, problem solver and most of all that likes to collaborate!

## Performance by design. Caring by choice.™

We want to be the place where people want to work. That's why we particularly focus on safety, mutual respect, integrity and a performance-driven environment. To be the employer of choice, we offer:

**Career Growth**

We offer exciting career opportunities, whether you want to grow within your function, extend your knowledge across different levels or would like to grow into a managerial role.

**Engaging Culture**

We continue to build a diverse, equitable and inclusive workplace where diversity of thought is valued.

**Well-Being**

The well-being of our employees is essential to our success. We encourage a healthy lifestyle and offer amenities such as ergonomic work areas and social activities.

**Generous Compensation & Benefits**

We offer competitive salaries and benefits, including extra-legal benefits like insurance plans, safety incentives, vouchers, annual bonus and additional holidays.

<https://www.cpchem.com>