

## Talent Acquisition Manager

**Location:** Paris

**Starting date:** 01/01/2022

**Contract:** Full time (CDI)

**Required experience:** Minimum 4 years



### Our mission

Kiro is the first digital health platform for clinical biology in Europe, powered by medical-grade Artificial Intelligence.

Medical biology plays a critical role in healthcare, impacting 70% of today's medical decisions and representing more than two third of all information available from the human body. Yet, laboratory test results remain hardly understandable and actionable for most people.

At Kiro, we believe they actually contain a source of information that is way beyond what we already measure and could be better used. Working closely with clinical biologists, doctors, and medical experts, we have built a new approach to medical biology that is more understandable, personalized, and relevant for the sake of patients. Our digital solutions provide a new way to access laboratory test results as well as clinical decision support tools built through medically graded artificial intelligence, to enable people to better manage their health. Our mission is to design our algorithms and platform to offer the best possible experience, both meaningful for patients and actionable for doctors.

In less than two years, Kiro has partnered with clinical laboratories, hospitals, and clinics accounting for more than 230 sites in France and representing 7 million patients a year. If managed properly, we are convinced medical biology can drive an increased understanding of disease outcomes and patients' health. As the cornerstone of systems biology, it is a way to better diagnose and anticipate diseases, fundamentally holding the key towards true precision medicine.

To support our high growth, we are looking for a talented and passionate Talent Acquisition Manager strongly willing to build the future of health with us.



### Your role & responsibilities

As the first Talent Acquisition Manager at Kiro, you will work in close relationships with Kiro's Team Leaders and will be in charge of identifying and recruiting the talent that will enable Kiro to continue its strong growth. Your role and responsibilities will be to:

- Structure and implement our global talent acquisition strategy
- Build and monitor KPIs for our recruitment process
- Define our sourcing strategy (Approach, channels, objectives)
- Own the full cycle of the hiring process: job qualification, pro-active sourcing (direct approach via LinkedIn and emails, networking, referrals), interviewing, selection and closing
- Identify the network of agencies in charge of recruitment for Kiro and adapted to the different profiles sought
- Develop Kiro's employer brand
- Build and implement Kiro's recruitment tools (Career site, ATS, etc.)
- Supervise the new recruits onboarding



### Your profile

- You have at least 4 years of experience in Talent Acquisition, within a tech recruitment agency
- Any additional experience as TA in a start-up company is also appreciated
- You are excited about being the first member of our TA team and to build everything
- You know how to set up a structured recruitment process adapted to the different profiles
- You have already recruited tech and digital profiles (software engineers, product teams, data scientists)
- You can manage a global recruitment policy (sourcing, agencies coordination, KPI monitoring)
- You have a good knowledge of sourcing and ATS tools
- You have experience in recruiting for several vacancies at the same time
- You know how to take a step back, analyse our performance and adapt
- You can work autonomously and manage projects, with strong interpersonal and analytical skills
- You adapt quickly to new environments and challenges. You are willing to take initiatives and strive to continuously improve yourself
- You are fluent in French and English
- You have a strong interest in new technologies and innovation applied to medicine



### **Working environment & advantages**

By joining Kiro, you will have the opportunity to:

- Work within a young and dynamic team willing to transform healthcare with a positive impact at scale  
We aim at improving the lives of millions of patients, and that's why we wake up every morning
- Join a recognized, multi award-winning startup, where your position will be key for the company's success. We are trustful team players and frame our work environment as the best mean to make lasting contributions
- Gain experience on a unique product allying digital health, data management and artificial intelligence for medicine
- Be at the heart of France's most dynamic startup ecosystem
- Icing on the cake: attractive package, Alan health insurance plan, Swile lunch card and much more...

*We would love to hear from you, why you would like to join our startup and what you'd love to do! If you're interested, please send your resume to Yves at [jobs@kiro.bio](mailto:jobs@kiro.bio)*

More information about us on [www.kiro.bio](http://www.kiro.bio)