**Senior Recruiter - Architecture, Engineering, & Construction
Location: Fremont, CA
Salary Range: $140-180k + Excellent Benefits
Full-Time, Onsite
Direct Hire**
We are seeking a Senior Recruiter to join a thriving leader in the Architecture, Engineering & Construction (AEC) industry, where talent is the foundation of every build! In this high-impact role, you’ll take charge of developing and executing recruitment strategies, and assembling a team of top-tier professionals who align with the company’s culture and vision. You’ll lead recruiting efforts, drive workforce planning, and contribute to the team’s reputation as a premier employer.

We’re looking for a strategic and proactive leader who thrives in a fast-paced environment, has a deep understanding of the AEC industry, and excels at building strong relationships – with candidates, hiring managers, and industry partners alike.  If you're passionate about shaping teams, driving innovation in hiring, and making a lasting impact, this may be the role for you.  Apply today and call Aileen at 888-303-5627 to discuss this opportunity!

**What You’ll Do:**

* Manage the full recruitment lifecycle, ensuring a seamless experience for both candidates and hiring managers.
* Conduct insightful interviews and assessments to identify the best candidates who align with company culture and values.
* Forge strong relationships with trade schools, colleges, and industry associations, cementing the team’s reputation as an employer of choice.
* Find, register, and represent the team at job fairs and industry events to discover hidden talent.
* Spearhead and elevate the internship program, identifying and nurturing the next generation of construction professionals.
* Craft compelling job ads and social media content that captivates and engages potential candidates.
* Collaborate with hiring managers across all departments to understand staffing needs and steer hiring strategies.

**What You’ll Bring:**

* 3+ years of recruiting experience in the AEC industry
* Bachelor’s Degree in a relevant field required, SHRM or PHR certification a plus
* Technical savvy, with expertise in ATS, social media, and job board management
* Familiarity with AEC terminology, labor laws, and compliance regulations
* Exceptional interpersonal and communication skills
* Strong leadership abilities with a track record of mentoring others
* Excellent problem-solving and decision-making capabilities

**Benefits & Perks**

* Comprehensive insurance coverage including medical, dental, and vision
* Paid time off to recharge, including vacation, sick leave, and holidays

 *Dynamic provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.  This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.*