

Talent Acquisition Specialist - Calgary

At Volker Stevin, our Talent Acquisition Specialist is key to our recruitment initiatives to drive the success of every project, contributing to the legacy we build within the communities we serve. If you're ready to take on an impactful role where safety, teamwork, and growth are paramount, we encourage you to join our dynamic team. Together, we'll continue to set the standard for excellence in construction.

Reporting to the Talent Acquisition Manager, the Talent Acquisition Specialist plays a pivotal role in aligning People & Culture (P&C) strategies with the organization's overall business objectives. This role requires a strong strategic mindset and business acumen to understand the workforce needs of multiple business units and to implement talent acquisition practices that support long-term organizational goals. The Specialist will leverage a deep understanding of candidate attraction, sourcing, interviewing, and hiring to secure high-quality talent for both hourly and salaried roles.

With a proactive approach to talent pipeline development, this role also involves executing strategic initiatives aimed at attracting emerging talent and building a resilient talent pool that can support the organization's evolving needs. By combining business insight with recruitment expertise, the Talent Acquisition Specialist will contribute to shaping the future workforce, ensuring that the organization is well-positioned for sustainable growth and success.

How You'll Add Value

- Collaborate with P&C teams to fully understand hiring needs and execute a strategy that meets current staffing requirements while supporting long-term goals.
- Lead full-cycle recruitment from in-take meetings to interview and selection process, including prescreening calls, assessments, in-person/virtual interviews through to offer negotiation.
- Advise and participate alongside leaders in interviewing, hiring, and candidate evaluation.
- Use consistent screening processes to assess skills, qualifications, and experience of potential candidates.
- Engage in workforce planning discussions to proactively develop and implement recruitment strategies that meet current needs and drive future growth.
- Act as a champion for an exceptional candidate experience, guiding each individual from their first interaction with the company through to their first day, ensuring they feel welcomed, informed, and excited to join the team.
- Develop and implement sourcing strategies to build strong talent pipelines, highlighting the organization's employee value proposition to attract top candidates and support long-term staffing needs.
- Strategize and plan networking events, job fairs, and industry partnerships, attending key events and maximizing each opportunity to expand the candidate pool and strengthen the company's presence in the talent market.
- Leverage your networking skills to create an intentional plan around industry partnerships.

- Lead initiatives to enhance and elevate our co-op and summer student programs, creating an impactful, engaging, and development-focused experience for emerging talent.
- Drive the delivery of interviewing training programs for hiring leaders, equipping them with the tools and techniques to make informed, inclusive, and strategic hiring decisions.
- Partner with business leaders to understand and forecast hiring needs, aligning recruitment strategies with the organization's goals and future growth.
- Collaborate closely with the Talent Acquisition team, HRBP's, and Organizational Development teams to align recruitment efforts with broader people strategies, ensuring a seamless approach to talent attraction, development, and retention across the organization.
- Conduct market research and analyze recruitment trends to identify competitive hiring strategies, adjust sourcing tactics, and ensure talent acquisition remains responsive and proactive.
- Maintain and optimize the Applicant Tracking System (ATS) and other recruitment tools, ensuring data integrity, reporting accuracy, and a seamless experience for both candidates and hiring managers.

What You Bring

- 5+ years of progressive experience in human resources roles, with a focus on talent acquisition responsibilities.
 - A Bachelor's degree in Human Resources, Business Administration, or related field experience
 - Professional Human Resources certification is an asset.
 - Prior experience recruiting for a high-volume, operations-based company would be considered an asset.
 - Experience in the continual development of talent pipelines and headhunting candidates.
 - Data driven mindset to use recruiting metrics to drive decision-making.
- Experience in developing and executing recruitment marketing and employer branding strategies to attract high-quality candidates and strengthen the organization's presence in the talent market.

Our Commitment to You

Connecting People with Progress

Safety Isn't Just a Priority—It's a Value. Safety is woven into the fabric of who we are and how we operate. It's not a box we check off; it's a commitment that guides every decision we make, every process we implement, and every project we undertake. Because at the end of the day, when we say safety is a value, we mean it's a promise we make to our people, families, and the communities we serve.

True to Our Word, True to Our People. Our culture is grounded in humility and authenticity, with a deep commitment to family. When we say we care, we mean it—our actions match our words. At Volker Stevin, everyone is empowered, valued, and respected, because being 'true to our word' means being 'true to our people.'

Interesting Projects and Skill-Building Work. Volker Stevin is known for its ability to take on complex projects of all sizes, from large-scale infrastructure builds to specialized niche developments to highway maintenance and more. This diversity in project scope and complexity means that our employees have access to new opportunities that challenge them to think creatively and develop new skills.



Join a Team Where People Truly Matter

About Volker Stevin

Since 1978, Volker Stevin has been dedicated to improving communities across Western Canada. As a family of companies, Volker Stevin specializes in civil construction, highway maintenance, civil works, bridge construction and rehabilitation, and project management. Connection is at the heart of Volker Stevin's success. We connect people and communities with a strong focus on safety, partnering with industry and community leaders who share our vision of shaping a better tomorrow. Through our diverse and complex projects, we shape the places we call home, ensuring they prosper for generations to come.

The Volker Stevin family of companies includes Volker Stevin Canada, Volker Stevin Contracting, Volker Stevin Highways, Mainline Construction, McNally Contractors, Lakes District Maintenance, H. Wilson Industries, and MidMountain Contractors.

