



Job Title: Indigenous Recruiter

Location: Hybrid/Flexible Work Options

Employment Type: Full-Time 1-year contract

About Us

At Adecco, we are committed to creating a workplace where everyone feels valued, respected, and empowered. We believe diversity and inclusion are essential to innovation and success. As part of our commitment to Indigenous reconciliation and the Progressive Accreditation in Indigenous Relations (PAIR) certification process through the Canadian Council for Indigenous Business (CCIB), we are seeking an Indigenous Recruiter to partner with us to build meaningful relationships and create pathways for Indigenous talent.

About the Role

The Indigenous Recruiter will play a key role in advancing our Indigenous recruitment strategy. This position focuses on sourcing, engaging, and supporting Indigenous candidates throughout the hiring process while fostering trust and cultural understanding.

We are looking for a proactive, results-oriented professional who thrives in a fast-paced environment and excels at building strong, trust-based relationships. In this role, you'll contribute to business growth by expanding relationships with existing clients, increasing wallet share, and reducing associate attrition.

This is a Hybrid position, offering flexibility, autonomy, and the tools you need to make informed decisions with confidence.

Key Responsibilities

- Develop and maintain relationships with Indigenous communities, organizations, and educational institutions.
- Design and implement culturally appropriate recruitment strategies.
- Support candidates through the application and onboarding process with care and respect.
- Collaborate with hiring managers to ensure inclusive practices and equitable opportunities.
- Advocate for Indigenous representation and contribute to reconciliation initiatives within the organization.
- Source, screen, and place candidates across multiple disciplines, ensuring strong alignment with client needs.

- Build and maintain relationships with active and passive talent; support candidates throughout the hiring journey.
- Work closely with clients and business leaders to understand their workforce strategies and provide tailored recruitment solutions.
- Track key performance metrics to ensure strong fill rates, client satisfaction, and adherence to Adecco standards.

About You

- Experience in recruitment, talent acquisition, or community engagement is an asset.
- Lived experience within Indigenous communities or experience working with Indigenous groups and knowledge of Indigenous cultures and history.
- Strong communication and relationship-building skills.
- Commitment to advancing diversity, equity, and inclusion.
- A minimum of three (3) to five (5) years of full-cycle recruitment experience with a record of success in sourcing, placement, and client management.
- Proficient with Microsoft Office products including Word, Excel, Teams and Outlook
- Strong interpersonal and communication skills, both written and verbal, along with an ability to influence and motivate others
- Ability to meet deadlines consistently, can effectively manage multiple tasks and prioritize any new tasks as required
- Proactive and able to solve problems effectively and rapidly through recommending and implementing creative solutions
- Proven consistently high levels of customer service performance, with an ability to establish and maintain effective working relationships and identify opportunities for new business
- Flexible and adaptable to changing business needs
- Bilingualism (French/English) is an asset

Our Commitment

At Adecco our purpose is simple; to make the future work for everyone. We live our values, Passion, Collaboration, Inclusion, Courage, and Customers at Heart, by fostering a workplace where diversity is celebrated and every voice matters. We recognize the importance of Indigenous voices and perspectives in shaping our future. We encourage applications from all backgrounds and identities, including First Nations, Inuit, and Métis individuals. Together, we're making the future work for everyone.