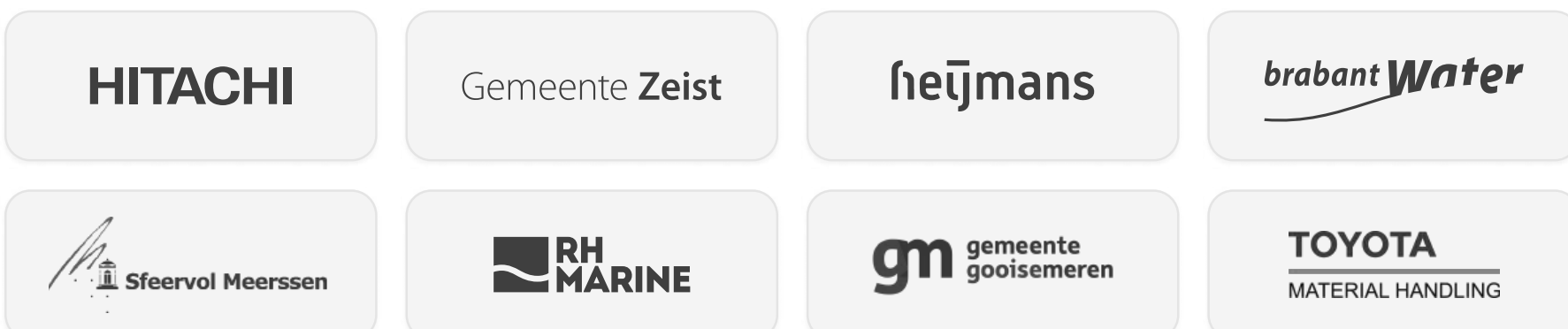


Start hiring for results in HR & Recruitment

Make work actually happen in talent acquisition, people operations, employer branding, workforce planning, analytics, and rewards by working on-demand with the best HR & Recruitment specialists.



Specialisms & Expertise

Find the services Blackbear supports in HR & Recruitment

Talent Acquisition	HR Administration	Employer Branding
Hiring Strategy & Role Definition	HR Process Setup & Optimisation	Employer Value Proposition (EVP) Development
Recruitment Process Design	Personnel Administration	Employer Brand Strategy
Sourcing & Talent Mapping	Contract & Documentation Management	Career Page Optimisation
Interview Frameworks	Onboarding & Offboarding Processes	Recruitment Campaigns
Candidate Experience Design	Absence & Leave Administration	Content & Storytelling for Hiring
Sourcing, Selection & Assessment Support	HR Systems & Tooling Support	Candidate Journey Design
Hiring Manager Enablement	Policy Implementation	Social & Referral Programs
Recruitment Funnel Optimisation	Compliance & Documentation Control	Employer Brand Measurement
Workforce Planning	HR Analytics	Compensation & Benefits
Strategic Workforce Planning	HR Data Structuring & Reporting	Reward Strategy Design
Capacity & Demand Forecasting	People Dashboards & Insights	Salary Benchmarking
Skills Mapping & Gap Analysis	Attrition & Retention Analysis	Job Grading & Frameworks
Scenario Planning	Performance & Engagement Metrics	Bonus & Incentive Structures
Flexible Workforce Models	Recruitment Analytics	Benefits Design & Optimisation
Make-or-Buy Analysis	Headcount & Cost Reporting	Pay Equity Analysis
Organizational Design Support	Predictive Workforce Insights	Total Rewards Communication
Workforce Cost Modelling	Data-Driven HR Decision Support	Compensation Governance

Specialists & Profiles

Work with Senior HR Specialists, Recruiters, People Strategists, and more

<ul style="list-style-type: none">Talent Acquisition LeadsRecruitment ManagersCorporate RecruitersTechnical RecruitersExecutive Search ConsultantsSourcing SpecialistsTalent ResearchersInterview & Assessment SpecialistsCandidate Experience ManagersRecruitment Process DesignersHiring Enablement LeadsCampus & Early Careers RecruitersEmployer Branding RecruitersTA Operations Specialists	<ul style="list-style-type: none">HR AdministratorsPeople Operations SpecialistsHR Process OwnersHR Systems ManagersHRIS SpecialistsHR Compliance OfficersPersonnel Administration LeadsOnboarding & Offboarding CoordinatorsHR Policy ManagersEmployee Records ManagersHR Support Desk SpecialistsPayroll Coordination SupportHR Documentation Specialists	<ul style="list-style-type: none">EVP SpecialistsRecruitment Marketing ManagersEmployer Branding ConsultantsContent & Storytelling Specialists (HR)Career Website SpecialistsSocial Recruitment SpecialistsReferral Program ManagersEmployer Brand Campaign LeadsCandidate Journey DesignersInternal Communications SpecialistsBrand & Culture LeadsRecruitment Content CreatorsEmployer Brand Analysts
<ul style="list-style-type: none">Strategic HR PlannersCapacity Planning SpecialistsOrg Design ConsultantsSkills & Capability AnalystsScenario Planning SpecialistsWorkforce Cost AnalystsFlexible Workforce StrategistsTalent Supply & Demand AnalystsHR Strategy ConsultantsHeadcount Planning LeadsPeople Portfolio ManagersFuture Workforce DesignersWorkforce Transformation Leads	<ul style="list-style-type: none">People Analytics SpecialistsHR Reporting ManagersDashboard & BI Specialists (HR)Attrition & Retention AnalystsRecruitment Analytics SpecialistsWorkforce Insight ConsultantsPredictive Analytics SpecialistsHR Metrics & KPI OwnersData Governance Specialists (HR)People Performance AnalystsEngagement Analytics SpecialistsHR Systems Data SpecialistsPeople Intelligence Leads	<ul style="list-style-type: none">Reward StrategistsSalary Benchmarking SpecialistsJob Architecture ConsultantsIncentive Design SpecialistsPay Equity AnalystsBenefits ManagersTotal Rewards ConsultantsCompensation AnalystsReward Governance LeadsBenefits Optimisation SpecialistsExecutive Compensation AdvisorsC&B Policy OwnersReward Communication Specialists

Collaborations & Budget Ranges

Engage specialists, teams or boutiques in 3 possible ways

 Assignments Run quick assignments that make an immediate difference for your team and the results you seek. From €3k - €25k per assignment.	 Projects Execute projects with phased milestones and deliverables, to support bigger challenges. From €25k - €200k per project.	 Interim Add reliable senior expertise or operational punching power, to strengthen your team's capacity. From €35 - €150 per hour.
--	--	---

Examples & Inspiration

How other leaders build teams and scalable people foundations with Blackbear

Talent Acquisition at Scale	Hard-to-Fill Role Hiring Programs	Employer Brand Repositioning
Recruitment Funnel Optimisation	Workforce Planning for Growth Phases	Flexible Workforce Model Design
HR Process & Operations Scaling	People Data & Dashboarding Setup	Attrition Reduction Programs
Hiring Manager Enablement Tracks	Compensation Framework Redesign	Pay Equity & Benchmarking Studies
Systems & Tooling Optimisation	Future Workforce Scenario Planning	HR Governance & Compliance Structuring

Hire better and faster for your HR & Recruitment agenda.

Achieve the results you aspire, exactly when and where you need them.

Let's Talk →

