

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.

HITACHI

Gemeente Zeist

heijmans

brabant Water

Sfeervol Meerssen

RH MARINE

gm gemeente goosmeren

TOYOTA
MATERIAL HANDLING

Specialisms & Expertise

Find the services Blackbear supports in HR & Recruitment

Talent Acquisition

Hiring Strategy & Role Definition

Recruitment Process Design

Sourcing & Talent Mapping

Interview Frameworks

Candidate Experience Design

Sourcing, Selection & Assessment Support

Hiring Manager Enablement

Recruitment Funnel Optimisation

HR Administration

HR Process Setup & Optimisation

Personnel Administration

Contract & Documentation Management

Onboarding & Offboarding Processes

Absence & Leave Administration

HR Systems & Tooling Support

Policy Implementation

Compliance & Documentation Control

Employer Branding

Employer Value Proposition (EVP) Development

Employer Brand Strategy

Career Page Optimisation

Recruitment Campaigns

Content & Storytelling for Hiring

Candidate Journey Design

Social & Referral Programs

Employer Brand Measurement

Workforce Planning

Strategic Workforce Planning

Capacity & Demand Forecasting

Skills Mapping & Gap Analysis

Scenario Planning

Flexible Workforce Models

Make-or-Buy Analysis

Organizational Design Support

Workforce Cost Modelling

HR Analytics

HR Data Structuring & Reporting

People Dashboards & Insights

Attrition & Retention Analysis

Performance & Engagement Metrics

Recruitment Analytics

Headcount & Cost Reporting

Predictive Workforce Insights

Data-Driven HR Decision Support

Compensation & Benefits

Reward Strategy Design

Salary Benchmarking

Job Grading & Frameworks

Bonus & Incentive Structures

Benefits Design & Optimisation

Pay Equity Analysis

Total Rewards Communication

Compensation Governance

Specialists & Profiles

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

- Talent Acquisition Leads
- Recruitment Managers
- Corporate Recruiters
- Technical Recruiters
- Executive Search Consultants
- Sourcing Specialists
- Talent Researchers
- Interview & Assessment Specialists
- Candidate Experience Managers
- Recruitment Process Designers
- Hiring Enablement Leads
- Campus & Early Careers Recruiters
- Employer Branding Recruiters
- TA Operations Specialists

- HR Administrators
- People Operations Specialists
- HR Process Owners
- HR Systems Managers
- HRIS Specialists
- HR Compliance Officers
- Personnel Administration Leads
- Onboarding & Offboarding Coordinators
- HR Policy Managers
- Employee Records Managers
- HR Support Desk Specialists
- Payroll Coordination Support
- HR Documentation Specialists

- EVP Specialists
- Recruitment Marketing Managers
- Employer Branding Consultants
- Content & Storytelling Specialists (HR)
- Career Website Specialists
- Social Recruitment Specialists
- Referral Program Managers
- Employer Brand Campaign Leads
- Candidate Journey Designers
- Internal Communications Specialists
- Brand & Culture Leads
- Recruitment Content Creators
- Employer Brand Analysts

- Strategic HR Planners
- Capacity Planning Specialists
- Org Design Consultants
- Skills & Capability Analysts
- Scenario Planning Specialists
- Workforce Cost Analysts
- Flexible Workforce Strategists
- Talent Supply & Demand Analysts
- HR Strategy Consultants
- Headcount Planning Leads
- People Portfolio Managers
- Future Workforce Designers
- Workforce Transformation Leads

- People Analytics Specialists
- HR Reporting Managers
- Dashboard & BI Specialists (HR)
- Attrition & Retention Analysts
- Recruitment Analytics Specialists
- Workforce Insight Consultants
- Predictive Analytics Specialists
- HR Metrics & KPI Owners
- Data Governance Specialists (HR)
- People Performance Analysts
- Engagement Analytics Specialists
- HR Systems Data Specialists
- People Intelligence Leads

- Reward Strategists
- Salary Benchmarking Specialists
- Job Architecture Consultants
- Incentive Design Specialists
- Pay Equity Analysts
- Benefits Managers
- Total Rewards Consultants
- Compensation Analysts
- Reward Governance Leads
- Benefits Optimisation Specialists
- Executive Compensation Advisors
- C&B Policy Owners
- Reward 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

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 →

