



## Talent Acquisition Lead – St. Louis, MO

ABNA, a 30-year-old full service civil engineering firm, seeks an experienced **Talent Acquisition Professional** with knowledge of the Architecture, Engineering & Construction (AEC) Industry to ensure we have a robust team to take advantage of multiple opportunities in Civil Infrastructure. We need a dynamic and results-driven leader to join our HR team in **St. Louis** who will be responsible for identifying, attracting, and hiring skilled professionals to support our growing operations. This leader will collaborate with hiring managers to understand staffing needs, develop recruitment strategies, and ensure seamless candidate experience.

The ABNA team needs a self-motivated individual who possesses the ability to work in a highly flexible, team-oriented environment with exceptional communication, analytical and organizational skills. ABNA is a multi-disciplinary infrastructure design, land surveying and construction management firm with a wealth of opportunities for professionals to grow and thrive while serving local government, state, and federal governmental agencies.

### Responsibilities:

- Develop a comprehensive recruiting strategy that aligns with our mission and annual strategic growth objectives
- Assist with market research, job descriptions and talent insights that will help the team understand the recruiting market and specialty areas.
- Develop targeted campaigns to attract passive candidates in niche skilled area.
- Coordinate the full-cycle recruitment process including coordination of interviews with hiring managers
- Coordinate the regular review and update of hiring materials across the practice; develop training materials and coach leadership and hiring managers.
- Maintain and update applicant tracking systems and recruitment reports to build a pipeline of top talent for future hiring needs.
- Foster strong relationships with industry professionals, universities, and job boards.
- Develop and promote the company's employer brand as an inclusive and diverse workplace.

### Requirements:

- Bachelor's degree in Human Resources, Business Administration, or a related field.
- Proven experience as a Recruiter, preferably in civil engineering or a related industry.
- Strong knowledge of recruitment techniques, sourcing tools, and applicant tracking systems.
- Excellent communication, negotiation, and relationship-building skills.
- Ability to handle multiple open positions and work in a fast-paced environment.
- High level of professionalism and attention to detail.

**Success will be measured by:** the ability to meet departmental needs by recruiting candidates who possess strong academic credentials in civil engineering, construction and surveying, relevant experience in transportation, water, or wastewater projects, demonstrate high emotional intelligence and interpersonal skills, show potential for professional growth and leadership, and positively impact their teams and the communities we serve.

**Locations:** [St. Louis, MO](#)

**Salary Range:** Competitive & Commensurate with experience

Opportunity to participate in 401k, medical, and other benefits after standard eligibility requirements are met.

**Submission Requirements:**

- Interested candidates e-mail resume to [jobs@abnacorp.com](mailto:jobs@abnacorp.com) for immediate and confidential consideration.
- Qualified candidates will be contacted for an interview. No phone calls, please.
- Applicants only, no professional recruiting firms.
- Job Type: Full-time