Downloaded from <https://www.velvetjobs.com/job-descriptions/director-talent>

# Example of Director, Talent Job Description

Our innovative and growing company is looking for a director, talent. If you are looking for an exciting place to work, please take a look at the list of qualifications below.

## Responsibilities for director, talent

* Ensure effective onboarding of new talent
* Lead transition of departing talent
* Partner with corporate HR community on all companywide HR initiatives
* Establish standards of performance and excellence for the recruiting function
* Management of the day-to-day tactical delivery activities within recruiting to insure that the performance milestones are being met and client expectations upheld
* Works with VPs/AVPs in identifying current, and forecasting future recruitment/retention needs, developing strategies/tactics to meet those needs and ensuring the recruitment/retention plans are implemented
* Work with client on strategy design, staffing plan and implementation process
* Develops/trains recruitment staff creating appropriate team structure and prioritizing recruitment activities in accordance with the business plan
* Analyzes local job markets, forecasts employment needs, develops recruiting plans and implements recruitment programs
* Works with management to regularly monitor and assess results and make proposals for improvement

## Qualifications for director, talent

* Advance degree preferred in Human Resources, Organization Development, Training or a related field
* 10 years of demonstrated experience and results in the field of leadership development and organization effectiveness
* Prior internal consulting skills required, external consulting skills a plus
* Master's degree in Organizational Development, Industrial/Organizational Psychology, Industrial/Human Relations
* 5 years of management experience, including eLearning and vendor management
* Demonstrated and highly capable change agent