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# Example of Lead Sourcing Specialist Job Description

Our company is growing rapidly and is searching for experienced candidates for the position of lead sourcing specialist. To join our growing team, please review the list of responsibilities and qualifications.

## Responsibilities for lead sourcing specialist

* Lead the execution of the [local or regional] sourcing strategy
* Working closely with UK colleagues to understand needs and determine priorities
* Managing multiple vacancies at any time across a variety of role types
* Using multiple sourcing platforms to find relevant candidates
* Engaging candidates via phone to determine suitability for role
* Creating a pipeline of candidates for both immediate and long term needs
* Using your creativity on a daily basis to better identify and reach out to candidates
* Looking for optimal solutions and ongoing response and optimize new challenges
* Producing timely and accurate reports on recruitment activities
* Taking part in other tasks and recruiting assignments when necessary

## Qualifications for lead sourcing specialist

* Developing & executing the local sourcing strategies that deliver a competitive advantage driving the strategic supplier initiatives
* Partner with IT, Business Leaders, Freight Payment teams and other Functional/Technical teams to implement and optimize Oracle Transportation Management (OTM) system and related processes
* Partner with IT to maintain and, as needed, enhance legacy logistics systems including ILS and Freight Payment
* Lead implementation of EDI connectivity between OTM and carrier base across all transportation modes
* Collaborate with businesses utilizing OTM to define and publish logistics data and metrics, provide data analytics for the businesses and drive process simplification and continuous improvement
* Ensure operational excellence with clear and concise documentation, efficient process and elegant interface design