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# Example of Senior Talent Job Description

Our growing company is searching for experienced candidates for the position of senior talent. Thank you in advance for taking a look at the list of responsibilities and qualifications. We look forward to reviewing your resume.

## Responsibilities for senior talent

* Critical roles – develop approach to define and identify critical roles that are essential for ensuring business continuity
* Collaborates with Business Unit, HR, Talent Management Leaders (Integrated Talent Managers) and Specialists to ensure the executive coaching/assessment standards are followed, and to equip them with the tools and processes to deliver programs and guidance to the business
* Design tools, programs and resources to directly support Managers in the assessment and executive coaching processes
* Sustain and continuously improve our corporate employee and leadership behavioral competency framework
* Governance of our corporate functional skills library and support to review and update as required by each business area
* Establish a career management framework to support the development of our employees and leaders
* Partner with Human Resources Consultants and within Talent Management to define, develop and launch career paths for individual contributor, leadership and critical roles
* Create communities of best practice to support peer learning and mentoring
* Support the alignment and integration of behavioral competencies throughout all talent management processes and programs
* Proven capability to deliver practical solutions to business units and corporate functions to enhance organizational effectiveness

## Qualifications for senior talent

* Minimum of 5 years progressive, national, experience as a Recruiter or sourcing specialist
* 2-3 years’ experience building effective and innovative talent sourcing and search strategies
* Minimum 1 year experience managing vendor relationships
* Bilingual French-English is asset
* Solid knowledge of J2EE, familiar with Spring, hibernate, JMS
* Bachelor's degree in a quantitative discipline (such as Statistics, Mathematics, Economics, Finance) is required