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# Example of Talent Acquisition Lead Job Description

Our innovative and growing company is looking to fill the role of talent acquisition lead. Thank you in advance for taking a look at the list of responsibilities and qualifications. We look forward to reviewing your resume.

## Responsibilities for talent acquisition lead

* Recruit candidates utilizing multiple sources
* Assess candidates for specific job requirements cultural fit
* Develop strategic partnerships with hiring managers and HR Generalists
* Provide recommendations to the Regional Head of Talent Acquisition regarding improvements in the screening, networking, sourcing the overall operations of the TA function
* Conduct candidate sourcing utilising
* Manage a global team of 2-4 professionals ranging from Coordinator to Sr
* Works closely with the TA COE and Corporate Communications to develop employment branding strategies to increase Shire’s brand awareness and promote Shire’s EVP among the community of talent critical to meet the site hiring needs
* Organize and lead recruitment campaigns (member referrals)
* Act as a main point of contact for all ATS (NJOYN)and metrics related questions
* Partner with local HR to analyse service needs and areas for improvement• Create and implement a service delivery plan that ensures high quality TA services and pro cess execution for the site• Produce specific quarterly and annual TA Metrics for the site for local and regional reviews

## Qualifications for talent acquisition lead

* 5-8 years recruitment support experience, preferable for large, global companies
* Experience leading HR and recruitment projects is required
* Expert on new and emerging recruiting technologies to include ATS, CRM platforms, search/portal, and social media
* Influence both TA peers and hiring managers based on sourcing/labor market expertise
* Ability to manage large-scale recruiting projects that involve large quantities (>50) of professional level roles
* Manage staff augmentation resources/contractors and/or RPO as the needs arise