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# Example of Talent Acquisition Sourcer Job Description

Our growing company is searching for experienced candidates for the position of talent acquisition sourcer. To join our growing team, please review the list of responsibilities and qualifications.

## Responsibilities for talent acquisition sourcer

* Master the use of internet as a means to source active and passive candidates including tools such and LinkedIn and Twitter to source candidates
* Execute and support the recruitment plan shared by the assigned recruiter
* Generate leads and is responsible for candidate pipeline to keep recruitment databases updated
* Evaluate candidate profile(s) and ensure they meet hiring specifications/requirements
* Provide ongoing consultation/input related to market pulse to recruiters and Regional Recruitment Managers for sourcing analysis and reporting
* Use the most effective sourcing channels to fill the identified positions as per agreed Service Level Agreements (SLA’s)
* Manage 3rd party agency search firm/vendor relationships (if any)
* Manage the individual candidates’ experience at initial contact and ensure they are effectively moved through the recruiting process
* Develop processes and tools, which facilitate the administration of quality and timely data
* Partner with TA Recruiters to develop and implement recruitment strategies to target top and diverse talents

## Qualifications for talent acquisition sourcer

* Understanding the importance candidate experience has for the long-term development of a team
* 0-2 years of recruitment or research experience and/or other transferable experiences
* You are intellectually curious, highly determined, detail oriented, have an affinity for systems and an unrelenting inner drive for generating results
* You are a high performer and have demonstrated excellence in an academic, corporate or non – business setting
* You can connect dots with ease and are adept at pattern recognition
* You are internet and social media savvy with established networks in either traditional and non-traditional social media platforms