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# Example of Talent Attraction Job Description

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

## Responsibilities for talent attraction

* Provides leadership and direction for diverse and complex functions
* Develop and enhance innovative employee referral program aligned with the Company's short, medium and long term sourcing strategy aligned with the enterprise Talent Acquisition global sourcing strategy
* Design and implement global program and solutions that enable sourcing strategy and priorities across the Company
* Develop robust strategies and global campaign innovations to activate employees to participate and promote employee referral program to qualified external peers and networks
* Socialize value of employee referral program across various stakeholders in accordance with our global talent strategy (senior leaders, hiring managers, general employee population)
* Drive internal analysis and external benchmarking to maximize ROI of Employee Referral and other identified talent attraction capabilities
* Manage deliverables associated with global requests for critical talent landscape insights
* Consult with external resources (ie Talent Neuron, LinkedIn, ) to obtain critical data regarding talent supply & demand, talent “flows”
* Proactively determine and develop “Talent Stories” to support competitive advantage for J&J Sourcing and GS Sourcing delivery
* Drive proactive discovery and vetting of innovative new technologies & practices to support global talent attraction and sourcing efforts for J&J Talent Acquisition

## Qualifications for talent attraction

* Demonstrated experience managing social channels, including but not limited to Facebook, Twitter, LinkedIn and Glassdoor
* Must live in Tucson, AZ area, work in the corporate office, and attend all company events
* Basic understanding of the healthcare marketplace
* Some exposure to, and understanding of high-volume recruiting experience
* Vine/Instagram video production experience
* A minimum of 8 years of professional hands-on experience directly with or in support of HR-related initiatives