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# Example of Talent Attraction Job Description

Our company is searching for experienced candidates for the position of talent attraction. 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 attraction

* Construct repeatable, measurable approach to piloting, vetting and integration of new, disruptive technologies and sourcing methodologies
* Manage the creation and overall maintenance of an employment brand asset library, , the delivery of brand assets to our division and business partners
* Will manage and lead a team of diverse professionals
* Set the strategy and goals for talent attraction in alignment with the HR Canada strategic plan
* Uphold a top talent bar continuously and innovate to hire great talent faster and better than we do today
* Partner closely with leadership and operations management to develop, optimize and drive an efficient, effective and systems enabled recruitment function resulting in a superior candidate experience from talent attraction and candidate identification, to assessment, offer proposal and negotiation, and onboarding
* Develop alternative talent strategies – outsourced, contingent workforce, internships and the like
* Develop and share knowledge across the organization about global and region-specific talent attraction trends and best practices
* Anticipate workforce changes and influence the timing, composition and diversity of hiring to support the organization in achieving its business goals
* Drive the narrative and decision making of our recruiting status with data analytics

## Qualifications for talent attraction

* At least 2 years of experience within the Talent Acquisition space is required
* Has experience managing, planning and implementing projects and strategic change initiatives
* Demonstrated experience translating HR strategies into regional solutions that consider global business drivers (e.g., organizational functions, regulatory, legal, economic conditions)
* Expertise leveraging internal and external analytics to diagnose situations and build business cases for global solutions
* Setting and measuring KPI’s related to recruitment such as cost per hire, time to fill
* Ability to coordinate and manage projects