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# Example of VP, Talent Acquisition Job Description

Our company is looking for a VP, talent acquisition. We appreciate you taking the time to review the list of qualifications and to apply for the position. If you don’t fill all of the qualifications, you may still be considered depending on your level of experience.

## Responsibilities for VP, talent acquisition

* In partnership with Executive leadership, establishes and executes an aligned, holistic and innovative talent acquisition function with clear strategies and consistent practices that attracts top talent
* Creates and drives a talent acquisition strategy that supports a diverse workforce of top talent to help UL achieve its growth strategies
* Partners with Talent Management to identify and/or develop new and digital skillset relevant assessment strategies and tools
* Develops and deploys interview training programs that educate interview teams on how to conduct successful and compliant interviews and creates supplemental education programs and materials to support this effort and others in the talent acquisition and diversity area(s)
* Continuously seeks to improve the entire life-cycle talent acquisition process to ensure an optimal and efficient candidate and manager experience
* Identifies and manages external talent acquisition and technology vendors that support the hiring process
* Manages the administration of recruitment systems and UL’s career portals
* Collaborates with the SVP & CHRO to establish and maintain annual talent acquisition & diversity budget
* Leads the talent acquisition team in accordance with the company values to promote a positive, high-performing, fun, innovative, and growth-oriented environment that consistently delivers results
* Provides guidance to continually improve the performance of direct reports

## Qualifications for VP, talent acquisition

* 15 plus year’s experience in Talent Acquisition Human Resources consulting and/or corporate experience
* 10+ years of progressive recruiting experience a must
* History with talent development programs Lominger, Hogan, ViaEdge, Voices 360
* Minimum of 3 years’ experience in full lifecycle recruiting of Engineering talent
* Subject matter expert in recruiting components including, sourcing, qualifying, networking, relationship management, and due diligence for engineering positions
* Experience with sourcing tools such as Linkedin, Github, Stack Overflow, etc