



Example of Director, Talent Acquisition Job Description

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Our company is looking for a director, talent acquisition. Please review the list of responsibilities and qualifications. While this is our ideal list, we will consider candidates that do not necessarily have all of the qualifications, but have sufficient experience and talent.

Responsibilities for director, talent acquisition

- Leads the cultivation of external relationships including universities, pharmacy schools, diversity associations, , to develop strategic partnerships and establishes networks through professional contacts to benchmark with other companies in the areas of recruitment and TA communication/social media
- Develops and implements creative ideas for improving the talent acquisition process and outcomes focused on continuous improvement
- Directly owns the recruiting on critical key roles for the Health division and Americas regional technology as needed and appropriate
- With HRVPs, HRBPs and business unit leaders assesses critical factors as agreed to by Division customer units and provides accurate data/insights for ROI clarification for headcount additions or replacements
- Oversees the development and management of the Health division and American regional recruiting budget
- Stays current with regard to organizational changes (acquisitions, reorganizations, new product offerings) industry and technical trends that may impact hiring strategies and needs
- Provide strategic direction on developing recruiting strategies, thought leadership on industry leading recruiting activities
- Foster relationships with external partners to increase qualified diverse applicant flow in support of our global objectives
- Minimum of 10 years of recruiting experience, including three years

- Strong technical competency with recruiting including sourcing, interviewing and candidate assessment

Qualifications for director, talent acquisition

- Requires an eye for process, structure and a technical proclivity
- Proven ability to work in a fast paced environment and manage multiple projects simultaneously while remaining effective in both a structured and ambiguous environment
- Solid knowledge of OFCCP compliance
- Strong consulting and negotiating skills, a self-starter with a good understanding of both, agency and corporate recruiting practices experience in operations and conflict resolution
- Able to align and execute strategic and operational goals in an extremely fast-paced, high-energy environment and have a track record of leading change
- Skilled at building strategic relationships, internal and external to the company