



Example of Director, Talent Job Description

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Our company is growing rapidly and is hiring for a director, talent. If you are looking for an exciting place to work, please take a look at the list of qualifications below.

Responsibilities for director, talent

- Expands the company's online presence on different employment sites, develops creative ways to draw prospective employees to the company's website and identifies new recruitment opportunities through social media
- Sets, monitors and reviews social media standards and ensure that marketing and recruiting goals are aligned
- Writes creative, persuasive copy for various social media platforms
- Develops and manages recruitment campaigns using a variety of media, such as radio, print, billboards, websites, direct mail and social media
- Assures company compliance with federal and state laws and regulations
- Talent – Lead strategy, integration and execution of all processes for Talent Management
- Performance management – overhaul process moving from an annual to quarterly cadence, implement new process in Workday, build job aides and conduct sessions to train employees and managers how to use new process and system
- Career frameworks – Leverage recent work on job architecture to create career frameworks across the organization including competencies, critical experiences, suggestions for development at each stage
- Employee value proposition – drive creation of a clear employee value proposition to be used externally as our employer brand, and internally to drive employee engagement
- Engagement-engagement strategy and diagnostics, engagement action planning

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- Strong work ethic and a positive can do attitude
 - Ability to motivate and develop a high performing team and displaying drive and enthusiasm
 - 5+ years prior experience managing people and leading teams to include effective allocation of resources
 - Direct experience supporting diverse business operations
 - Strong leadership capabilities with proven ability to foster an environment of positive employee engagement and trust
 - A member of the respective HR management team the Global Talent Director is the eyes and ears to their part of the business