



Example of Talent Acquisition Lead Job Description

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Our company is growing rapidly and is searching for experienced candidates for the position of talent acquisition lead. 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 talent acquisition lead

- Create and implement Employment Marketing Strategies to attract passive job seekers in such a way this can be adopted and utilized to a SBM wide level
 - Take initiative and coordinate formulation and development of a Labor Market Communications strategy and initiatives to continuously position SBM as an employer of choice
 - Align with hiring managers and interview participants to ensure job requirements and expectations are clearly understood and candidates are assessed against appropriate criteria
 - Have regular follow up with the respective hiring managers and candidates to ensure the expectations are managed
 - Hold the accountability for the group's TA domain
 - Work directly with all regional talent TAPs that support delivery including prioritization of key positions
 - Work directly with the business leaders to address the units' unique need
 - Aggregate all group TA related data globally – recruitment status including open positions, candidates statuses, raising red flags
 - Clearing bottlenecks and finding creative solutions in order to achieve the goals
 - Trusted advisor for delivery HR field
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- Demonstrate an understanding of market/industry trends and their related effect on talent acquisition
- Deliver metrics related to key performance indicators and interpret the story they tell
- Create and maintain recruiting contacts within the industry and beyond
- Attend industry conferences to recruit key talent
- Experience driving Talent Acquisition efforts within an organization with a focus on quality, speed, and results
- Working knowledge of the broader human capital functions (e.g., performance management, coaching and development, conflict resolution, compensation and benefits)