

Position Specification

Financial Services Company

Director of Talent Strategy – Human Resources

The Company

Our Client is a leading financial services provider serving consumers online and through a network of approximately 1,000 retail store locations. They provide a range of retail financial products and services including short-term consumer loans, check cashing, card services, money transfers, bill payments and money orders. The company has grown over the years and has identified the need to hire a Director of Talent Strategy to lead talent acquisition.

The Position

Location

Southwestern United States

Overview

The Director of Talent Strategy will be responsible for overall talent acquisition strategy, execution and operations, and employment branding functions for the company. The qualified candidate will have over ten years of experience in Talent Acquisition and over five years of experience leading a Talent Acquisition function. Responsibility for the day-to-day leadership and long-term vision of the team, building and improving on operational recruitment processes, and the development of the employment brand and talent pipelines to attract and select top talent for the organization are a few of the most important aspects of this role.

Reporting Relationship

This role reports to the Chief Human Resources Officer of the company. Reporting to the Director of Talent Strategy will be a team of 5 direct reports. This role will also interact throughout both the corporate and field organizations of the company. Additionally, this role will interact with other key stakeholders of the organization including, but not limited to, vendors, perspective employees and professional associations.

Responsibilities

- Develop and oversee the enterprise-wide talent acquisition strategy for the company for both corporate and field needs.
- Partner with the marketing team to develop and enhance employment branding initiatives, while establishing the organization as a premium employer of choice in the marketplace.
- Collaborate with the marketing and communications team to leverage social media networking and other recruiting technologies and tools to connect with a broad and diverse talent network, while driving a strong employment brand.
- Develop, implement and/or enhance day-to-day recruiting operations and programs.



- Provide leadership, guidance and career development to the talent acquisition team with the focus of being consultative and strategic to the business, while raising the bar of recruiting performance and ensuring a world-class candidate experience.
- Leverage succession and talent planning initiatives and integrate internal and external search activity to align with the succession plans and talent/ competency gaps.
- Lead the recruitment technology platform strategy and ensures full optimization, utilization, enhancements and continuous improvement of the applicant tracking system and other recruitment tools.
- Define, develop and roll out monthly/quarterly recruiting metrics (qualitative and quantitative) in collaboration with the leadership team. Drive the narrative of the company's recruiting status with data.
- Guide and influence senior management on strategic talent strategy issues across multiple functions/locations.
- Ensure continuity and consistency of candidate acquisition strategy, company culture, and recruiting best-practices.
- Serve as the key relationship manager of external third-party vendors to ensure current and future investments are optimized.
- Lead the development of talent pipelines and programs to ensure the growth of talent pools to support the needs and growth of the business.
- Build strong relationships and partnerships with hiring managers, leaders, and executives to advise on best practices, key hiring decisions, and workforce planning.
- Provide leadership to direct reports and ensure a highly capable team through the attraction, training, and development of the necessary skilled professionals to meet business needs.
- Participate in company training initiatives that support interviewing and hiring best practices.
- Develop, maintain and monitor written recruitment processes and procedures, ensuring effective and efficient recruitment operations.
- Maintain Glassdoor/Indeed career sites with current content and establish a protocol to respond to every employee review.
- Oversee and manage the company's on-boarding process.
- Improve employee retention rates.
- Perform other duties as assigned.

Travel

This position requires occasional travel.

The Candidate

Education

- Bachelor's degree in Human Resources, Business Administration or equivalent required. A SHRM SCP Certification preferred.

Professional Qualifications

- Over ten (10) years of experience in Talent Acquisition.
- Over five (5) years of experience leading a Talent Acquisition function.
- Track record with a retail and/or multi-locational business.
- Past experience being part of the centralization of a talent acquisition function.
- Vendor Management experience is important.
- Proven ability to develop, improve and lead the employment branding of an organization.
- Experience with 3rd party applicant tracking software programs, HRIS programs, and implementation and management of those programs.
- Strong working knowledge of Microsoft Office Suite.
- Previous experience designing an applicant tracking software program.
- Ability to simultaneously handle a high volume of both field and corporate hiring needs.

Personal Characteristics

- Strong oral, written communications and interpersonal skills.
- A dynamic professional with strong business acumen and communication skills.
- Well organized, able to handle details accurately.
- Ability to set an agenda and drive change efforts.
- Demonstrated success and belief in a merit-based culture where performance standards are high and mediocrity is not tolerated, while maintaining a high degree of respect for others.
- Strong sense of urgency—more of a “hunter than gatherer”.

To learn more about this opportunity or provide a confidential referral, please contact:

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Please use this reference code in the subject line of your response:

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