

Talent Acquisition Lead – 2 year contract

Location North East | **Salary** £38,000 - £41,000 per annum plus benefits

Overview

Our client is a large, complex organisation headquartered in the Teesside area. To help the organisation achieve its ongoing recruitment needs they are looking for an expert in Talent Acquisition who will lead and motivate a team of recruiting specialists to shape and deliver talent acquisition strategies including; anticipating talent needs, recruitment demand forecasting, introducing innovative sourcing and selection methods as well as building an employer brand that lasts.

In collaboration with the business, the role will be accountable for bringing to life talent attraction strategies and be a source of expert advice and guidance. Key to the success of the role will be creating credible relationships with stakeholders and wider colleagues across the HR virtual teams.

The role is initially engaged on a fixed term basis for a period of two years. Fully agile, hybrid working is on offer.

Job Description

Role responsibilities:

- Lead, motivate and develop the talent acquisition team to be recognised as experts in their field enhancing the reputation of the team both internally and externally.
- Drive continuous improvement and efficiencies to ensure return on investments are achieved.
- Ensure through the team customers are at the heart of everything delivered.
- Build and continuously improve the talent acquisition capability by leveraging a range of channels across social media, job boards our website and other platforms to develop a strong pipelines of talent Identification of opportunities and solutions to enhance the overall talent acquisition service.
- Deliver insights through analytics and reporting and responding accordingly.
- Effectively manage third party relationships with external suppliers to ensure they are operating within agreed SLAs .
- Ensure talent acquisition services reach the required professional standards.

Person Specification

What you will bring to the role:

- You'll be a leader with a passion for developing others, be a positive leader who will coach the team to deliver great business results.
- You'll have a natural flair for selling great ideas and the credibility and track record to deliver the results.
- You'll be a creative and innovative thinker with a sense of curiosity resulting in the ability to recognise new opportunities.
- You'll have a solid business focus, being able to demonstrate how talent acquisition adds value to the business.
- You'll be able to co-ordinate multiple projects across the business and ensure high levels of customer service at all times.
- Being passionate about building lasting connections in order to increase successful applications from under-represented groups will be something which resonates with your values.
- Results driven with demonstrable experience in achieving high performance through your team
- A track record in delivering efficiencies which enhance services to customers, without compromising quality

Location: Applicants will be based in the Teesside or North Yorkshire areas.

Contract Length

2 year fixed term contract

0191 488 4955 | info@michellesimpsonhr.co.uk