



DIRECTOR, TALENT ACQUISITION

The Company

Our client, located in New York City, is a world leading media company with revenues in excess of \$3 billion.

Compensation

This position will provide an attractive six figure base salary, complemented by Management Incentive, predicated on both individual achieved objectives and consolidated operating business results. Comprehensive relocation allowances, as well as a full range of outstanding employee benefits, are also provided.

Reporting Relationship

This position will have a dual reporting relationship to business unit Vice Presidents of Human Resources. (2)

Position Description

The successful candidate will be responsible for the development and implementation of strategies and practices designed to recruit top talent possessing the required skills to contribute to our client's strategic business initiatives. The role will focus on driving the creation and enhancement of talent acquisition processes and tools across the organization and creating a compelling image and presence in the external marketplace. This individual will also champion and lead diversity initiatives across the organization in the areas of talent development and recruitment decisions.

Responsibilities and Key Accountabilities

- Partner with Vice Presidents of Human Resources and senior leadership to develop and implement talent pipeline strategies ensuring that future talent needs are met. Develop strategies (internal & external) to achieve the most appropriate sourcing, assessment, and selection of the most qualified talent.
- Develop strong internal relationships with key business leaders and hiring managers to understand and keep abreast of changes to their business environments and translate changes into required skills and competencies. Anticipate openings and proactively maintain slates of candidates for key positions.
- Direct the development of recruitment policies, procedures and systems (including e-recruitment) to ensure that strategies are effective, proactive, and service oriented.
- Create a recruitment branding strategy that identifies and promotes the client as an "employer of choice."

External

- Partner with various external organizations to develop diverse sources of recruitment, including business schools, colleges, universities and professional organizations/associations.
- Develop the college relations program and encourage and facilitate internship programs.

Leadership

- Remain current on changes in employment laws and regulations to assure compliance through policy creation and design of manager/employee training.
- Provide oversight, coaching, and development to a team of professional recruiters who are adept at translating business needs into required skills and abilities.
- Manage the group's budget, to achieve on-budget or better performance.

Experience

- Ideal candidates will possess a Bachelors degree in Human Resources, Business Administration or related field, a proven track record of consistent positive results, and a minimum of 8 years experience managing a full life-cycle recruitment process.
- Must be results-oriented and have the ability to influence at all levels across the organization.
- Ability to participate in strategic business discussions and anticipate/solve problems with a sense of urgency. Critical to this role is the ability to plan, organize, and manage multiple priorities.
- Must possess exceptional interpersonal and communication skills.
- Ability to support a diverse group of internal clients is essential to success.
- Prior experience with electronic/web based recruiting tools required.
- Experience with behavioral interviewing techniques.
- Experience with sophisticated and innovative sourcing techniques, as well as traditional "grass roots" approaches.
- Possesses a network of resources and relationships in the fields of advertising, information technology and the internet industry. An understanding of jobs and trends in the media and internet industry is critical.
- Metrics driven. Demonstrate an ability to create meaningful analysis of trends and measures for senior management.
- Enthusiasm and passion for the "media industry" highly desired.