



TALENT ACQUISITION DIRECTOR

Provide Talent Acquisition (TA) strategies, processes, and resources for a large, well-established Federal Research Laboratory in Southern California. In this role, you will support a world-class environment enabling engineers and scientists to produce the highest quality results on exciting critical projects. Directing a Talent Acquisition group of 18 people, your objectives will include:

- **Develop Strategy:** Develop an overall best-in-class Talent Acquisition philosophy and define a strong talent acquisition strategy, process, and capability that will ensure their ability to attract and retain the best talent at all levels. Assess the TA structure, processes, and people to optimize for improved performance.
- **Relationship Building:** Develop strong working relationships with Hiring Managers across all functions, ascertaining their needs, and assuring them that TA structure, processes, and people will be responsive to their needs.
- **Workforce Planning:** Plan for the future needs of the workforce, in alignment with the strategy and goals of the organization.
- **Acquire Talent:** Develop and implement the end-to-end talent acquisition cycle for experienced hires, college graduates, and college students. Work with external consultants to map needed competencies and enact recommendations by Q2 2017. Improve and expand internal sourcing and recruiting capability.
- **University Relations / Education Office:** Fulfill the University Relations and Education Office mandates, including grad hiring, co-op, and intern programs.
- **Applicant Tracking System:** Improve governance and utilization of ATS, creating more consistent and stable functionality, improved reports, and satisfactory client interaction with the system.
- **Employment Branding:** Partner with HR and communications people to assess and improve employment branding, utilizing web 2.0, social media, etc. in alignment with long-range workforce initiative.
- **Metrics/Analytics:** Improve the gathering of information and key performance indicators by which TA is measured.
- **Interview Capability:** Establish comprehensive standards for interviewing and assessing talent, both internal and external. Specifically improve the skills of the hiring managers in assessing candidate skills, and going beyond the technical aspects to accurately assess “soft” skills.

BACKGROUND AND EXPERIENCE:

- Education: BA/BS and a minimum of 10 years HR management experience. (Advanced degree a plus).
- Significant and recent talent acquisition experience as an HR Director, Talent Acquisition Director or Manager.
- Aerospace and Defense experience is a plus.
- In addition to TA experience, must have significant experience in one or more of the following: compensation, employee relations, talent management, continuous process improvement, change management, training, D & I, and OD.
- Outstanding leadership and coaching skills, as well as experienced with interfacing and making presentations to senior management.
- Recent experience managing a high volume staffing function using an ATS.
- Demonstrated success in developing and implementing a variety of sourcing strategies using social media and other Web 2 technologies.
- Strong understanding of federal and state employment laws and regulations as it pertains to employment related matters.

If you are a self-starter who works well in a team-driven, collaborative environment, with a consultative, customer service orientation, we want to hear from you.

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