Talent Strategy & Organizational Effectiveness Executive

Jacksonville, FL · Hybrid · Full-time · **$190k–240k**

Talent Strategy & Organizational Effectiveness Executive
Location: Jacksonville, FL – Hybrid
Salary: $190,000 - $240,000 DOE + Annual Performance Bonus
Benefits: Medical, Dental, Vision, 401(k) w/ Match, Life Insurance, PTO, Paid Holidays, and More
Schedule: Hybrid - 3 Days Per Week In Office
Start Date: ASAP
Sponsorship: Not Available
Relocation Assistance: Available

Talent Strategy & Organizational Effectiveness Executive Description

Our client is seeking a Talent Strategy & Organizational Effectiveness Executive to lead their employee engagement and talent acquisition team. In this role, you will own the strategy - build the system, lead the team, leverage the employer brand internally and externally, and own the employee experience. If you are a talent executive with in-house experience who builds proactive systems, drives progress and accountability through metrics, and earns the trust of senior leaders, this role was built for you. This is an exciting opportunity to join a rapidly-growing organization that values drive and innovation.

Talent Strategy & Organizational Effectiveness Executive Responsibilities

- Lead employee engagement and talent acquisition strategy as member of executive team
- Lead the employee engagement program and create opportunities for employee feedback
- Own the organizational value proposition through internal and external campaigns and initiatives
- Structure multi-year talent acquisition strategy based on company vision and growth goals
- Create a scalable, systemic approach to recruiting that allows you to keep building, not doing
- Establish structured hiring/interview standards, with built-in accountability for hiring managers
- Embed organizational focus on core values, assessment, culture, and quality into TA process
- Build and maintain pipelines for strategic roles and succession planning ahead of need
- Lead early-career and experienced hire recruiting with TA team and vendor partners
- Manage departmental budget and external vendor partners to defined standards
- Report weekly on departmental progress based on quantifiable performance metrics

Talent Strategy & Organizational Effectiveness Executive Qualifications

- 10+ years talent acquisition experience, including senior/specialized professional roles required
- 5+ years experience leading recruiting teams and talent acquisition functions required
- Demonstrated success developing/implementing scalable recruiting strategies required
- Proven ability to develop talent pipelines aligned with business needs/growth required
- Strong employer branding, candidate engagement, and offer negotiation skills required
- Budget management and vendor management experience required

Apply: https://twonice.hire.trakstar.com/jobs/fk0zc8u/?apply=true

Your search team



Patrick Cahill
President



Gilmer Openiano
Sourcer



Eva Binder
Senior Recruiter



Melanie Algermissen
Client Manager