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Vice President of Talent Acquisition

Job ID

6

Job Location

Remote

Remote work possible

Date posted

January 15, 2024

Description

The **Vice President of Talent Acquisition** for our client plays a pivotal role in shaping the workforce of the hospital system. As a key member of the human resources leadership team, this individual is responsible for leading a team of talent acquisition professionals to develop and implement effective talent strategies. The focus is on proactive identification, evaluation, sourcing, recruiting, and hiring of a diverse range of professionals, including non-professional, technical positions, physicians, and advanced practice providers. The goal is to ensure that the hospital system has a ready and competent workforce to meet its strategic objectives.

Responsibilities

- Leads and oversees the company's talent acquisition team while managing the overall company talent acquisition strategy, policies, approach, and process.
- Is responsible for mentoring and performance management as well as making recommendations for hiring, termination, promotions and transfers, employee development, assessing and completing performance appraisals.
- Identifies talent acquisition needs and creates linkage with respect to organizational policies, processes and procedures.
- Utilize business analytics to forecast workforce needs, strategize, and identify new opportunities, enhancing the employee experience.
- Actively engages in the design and delivery of talent acquisition policies, programs and procedures to align the workforce with the talent and organizational culture.
- Designs and implement strategic solutions to enhance the hiring journey, focusing on recruitment marketing and branding.
- Conduct assessments of talent needs based on organizational priorities, including gap analysis and cultivation of talent sources both internally and externally.
- Spearheads and participates in activities in support of company initiatives including but not limited to employee engagement, talent acquisition, diversity and inclusion, retention, communications, etc.
- Plans and directs strategic recruitment initiatives to support and influence company growth by attracting a diverse and innovative workforce; and ensuring diversification and company culture fit are considered and promoted within the process.
- Participates in talent acquisition strategic planning activities and makes recommendations based on research, metrics and organizational factors.
- Provides input and participates in overseeing the annual budget expenditures and resource requirements.
- Identify and implement improvements in the talent acquisition process, including the adoption of technology for an exceptional candidate experience.
- Maintains and expands knowledge and understanding of existing and proposed federal and state laws/regulations affecting talent acquisition. Identifies trends that could impact organizational objectives and/or operational resources.
- Manages the development and maintenance of relationships with

internal/external business partners. Identifies business needs, service requirements, key issues, alternative solutions, and resources for the business partners.

- Works closely with system leadership to align and deliver initiatives and programs that foster a culture of high performance and adherence to Company's core values.
- Leads and manages cross-functional projects and programs, ensuring efficiency and effectiveness in delivery.
- Maintains and facilitates partnerships with recruiting partners, agencies, platforms and vendors.
- Responds intelligently, collaboratively and in accordance with regulatory guidelines for workplace practices and employee relations, while being mindful of Company's cultural values.
- Creates reports and analyses that inform stakeholders and leadership of talent acquisition trends and data.
- Actively participates and contributes to the goals and objectives of the Company by working collaboratively and fostering a positive and inclusive work environment.

PERSONAL AND PROFESSIONAL ATTRIBUTES

- **Service Orientation/Business Ally**– strong commitment to customer service, ability to partner with business leaders. Defines service standards and elevates TA activities to meet business and customer requirement.
- **Digital and Data Literacy**– knowledgeable of technology solutions, able to develop analytics, reports, metrics and use data to inform decisions, and demonstrate performance of HR services.
- **Collaboration/Building Partnerships**– able to bring others together and gain cooperation and shared urgency to drive improvements and reach shared goals. Ability to find win-win solutions and generate broad-based enthusiasm and engagement in change activities.
- **Operational and Performance Oriented**: Establish processes and structures to deliver organizational performance outcomes within budget and timeline constraints.
- **Diversity and Inclusion Focus**: Foster a culture of appreciation, belongingness, inclusivity, diversity, and equity to enhance the associate experience.
- **Culture Influencer**: Builds credibility and trust across the organization to drive change by challenging conventional thinking; increase cross functional coordination and reduce repetition.
- **Thought Leader**: Elevates the conversation about TriHealth's values and aspirations by breaking down functional barriers and building collaborative alignment and a strategic vision that strengthens and amplifies the company's voice.
- **Culture Champion**: Embraces Company's Mission, Vision and Core Values. Works to bring these visions and values to life.
- **Leadership and Capability Builder**: Inspires, coaches, and develops individual and team capabilities by championing strengths and collaboration, aligning teams around strategies and decisions, and empowering leaders to elevate and inspire their teams.

Qualifications

- Bachelor's degree required, master's in human resource or business administration highly preferred.

- Minimum of 15 years of relevant Talent Acquisition experience with at least 10 years of progressive leadership experience.
- Expert and broad knowledge of end-to-end talent operations and management.
- Excellent leadership and coaching skills that foster collaboration and development across and within teams.
- High tolerance for ambiguity, and ability to be nimble and agile in a highly fluid environment.
- Highly developed project management skills.
- Must be a highly motivated, innovative, change oriented strategic thinker with a high EQ and outstanding executive presence.
- Must be able to connect with and demonstrate empathy for teammates at all levels along with significant influence and negotiation skills.
- Must have keen analytical abilities as well as outstanding systems skills, including HRIS, Excel, PowerPoint, and other Microsoft applications.