



Director of Field Recruitment

Job Scope

As the Director of Field Recruiting, it will be your responsibility to oversee and manage all aspects of the recruitment process in the field. You will ensure that all recruitment processes, best practices, compliance regulations, cutting-edge technology, community resources, and effective tools are utilized to source the best possible candidates for any open positions. Your focus will be on prompt and efficient recruitment, and ensuring that the field recruitment team is equipped with everything they need to bring in top talent.

Responsibilities

- Recruit Field personnel promptly and according to Operational Needs.
Ensure approved high-volume recruitment process is followed for improved time to fill/conversion efficiency.
An adequate number of qualified candidates are identified and screened.
Work with Operations to develop a robust Workforce Plan and execute it accordingly.
Creative sourcing tactics are used every week. These include college, Diversity, Military, and other targeted recruiting tactics.
Community Sources are set up and provide hires consistently.
Ensure FSG is utilizing our ATS in the most productive way. Adjust, Implement, Train, and Maintain as needed to ensure consistency.
Weekly recruitment reports are pulled from ATS and used as a management tool to target critical accounts and recruitment efforts.
Ensure client concerns are addressed, acted on, and improved in the proper time frame.
Work with Operational leadership to provide guidance and guidelines to ensure hiring managers are involved in the process promptly and appropriately.
Educate and Influence using Data Analytics.

Requirements

- Minimum two years in a management role within a large service-related private sector organization.
Four years of experience recruiting field electricians in a high-volume, full-lifecycle recruiting environment.
A highly engaged leader with experience leading a medium-large team.
Experience building and managing data analytics, including strong Excel and reporting skills.
Proven experience driving goals, executing projects, and problem-solving.
Outstanding communication, presentation, and negotiation skills.
Thorough understanding of state hiring laws, affirmative action processes, and OFCCP/FSLA

As an EEO/Affirmative Action Employer all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status.



compliance

Experience with advanced recruitment technology and talent management systems (Internet search engines, social media sites, ATS, etc).

Strong computer/Internet experience and ability to learn and adopt new technology

Ability to develop talent pipelines and creative candidate sourcing plans

Possess high personal integrity and can instill the same in others.

Positive and upbeat in a team environment – is a motivator.

Ability to supervise and motivate others long-distance (other regional cities).

Organized, efficient time use/management.

Creative and self-motivated.

Continually seek ways to improve self and company.

Ability to travel up to 50% of the time throughout the Region(s).