



## Senior Talent Acquisition Leader

### Job Scope

The Senior Talent Acquisition Leader will ensure that FSG can source, attract, hire, and engage top-quality candidates into open positions promptly and consistently. They will lead the team in identifying and recruiting top talent for open positions and helping FSG recruit and retain the best and brightest employees.

### Responsibilities

- Partner with Regional and Divisional leadership to determine the Office/Salaried staffing needs and strategy. Manage the recruitment process, including sourcing, recruiter interviews, manager interviews, assessments, and job offers.  
Partner with internal stakeholders to clarify job descriptions, pricing, offer approvals, etc.  
Proactively establishes a pipeline of qualified and passive candidates through various sourcing techniques. Leverages an applicant tracking system for all candidate workflows, including application, interviews, offers, and onboarding.  
Researches and understands current industry and recruitment trends. Adept at using creative and cutting-edge ways to recruit. Comfortable with constant networking, including inside and outside of the industry.  
Supports corporate, regional, and divisional initiatives around talent acquisition as assigned.  
Drives weekly updates on openings, candidates, and stages in the process.  
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

- Strong experience in Electrical Construction, Services, and Distribution is highly preferred.  
Four years of full-cycle recruiting experience, including at least two years handling a high volume of requisitions and with proven Success.  
Experience with advanced recruitment technology and talent management systems (Internet search engines, social media sites, ATS, etc).  
Ability to engage and attract passive candidates and build robust talent pipelines.  
Previous experience developing creative recruiting strategies to attract qualified candidates, i.e., job fairs, hiring events, and university recruiting.  
Outstanding communication, presentation, and negotiation skills.