



Talent Acquisition Leader

Job Scope

The Talent Acquisition Leader will ensure FSG can promptly source, attract, hire, and engage high-quality candidates in open positions.

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 applicant tracking system for all candidate workflow, 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.
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.
Being upbeat in a team environment is a motivator.
Organized, efficient time use/management.

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.



Creative and self-motivated.

Continually seek ways to improve self and company.

Ability to travel up to 20% of the time throughout the Region(s).

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