

SENIOR EXECUTIVE RECRUITER

Atlanta, Georgia

XEC Solutions LLC is seeking a highly motivated and results oriented Executive Recruiter to join our Talent Acquisition team. This position is a highly visible role and encompasses all stages of the hiring process from developing sourcing strategies to target and assess top executive talent, to negotiating and closing offers. The Executive Recruiter will be a Subject Matter Expert that will manage multiple openings from the initial planning and research, including market intelligence and insights, determining timelines based on search complexity, candidate identification, assessment, development and presentation. Core to the role is the ability to build relationships with client stakeholders, HR business partners, and other talent acquisition professionals.

Ideally, the candidate will have a deep understanding of recruiting and its relationship to talent management, as well as an understanding of the technology and healthcare industries. An important part of the role is focused on high impact deliverables such as enabling XEC Solutions Diversity and Inclusion agenda, Talent Scouting and Succession planning. Ability to navigate ambiguity and be nimble as the sales and marketing environment changes is important.

Responsibilities

Stakeholder/Client Engagement

- Uses data and metrics, and an understanding of the long-term business requirements, to advise a division, set of countries, or subsidiary on the implications of talent gaps. Leads the development of staffing processes and strategies.
- Applies deep knowledge of factors relevant to the business and hiring managers' needs (e.g., time to hire, location, budget) and uses this knowledge to guide the development of end-to-end hiring plans aligned to the needs of the business group, division, region, or subsidiary.
- Consults a division, region, or subsidiary on critical talent needs and opportunities. Presents and frames information in a way that speaks to the business needs and influences leaders to embrace differentiated and alternative types of talent (e.g., compete, diverse, nontraditional) that may not be typically considered.

Data Analysis & Hiring Plans

- Analyzes relevant data and trends to provide insight and set plans to meet hiring goals. Connects data to cross-organization goals and leads conversations across groups to address broad hiring issues. Leads the implementation of a hiring plan for complex organizations, areas, or talent pools that addresses both business demand and availability of talent for a division's, set of countries, or subsidiary's short-term and long-term needs (12 months and beyond).

Candidate Attraction

- Uses deep knowledge of competitor opportunities to differentiate XEC Solutions unique career possibilities, advantages, and rewards and leverage a consistent, compelling message that conveys the most significant motivators to prospective candidates.
- Shares proven stories that help others across the discipline to source, recruit, and/or close candidates. Tracks candidate activity and shares with internal stakeholders.
- Coaches the client to represent XEC Solutions unique career possibilities, advantages, and rewards that are distinct from those of competitors.

Candidate Experience

- Gathers requirements and develops hiring plans that meet candidate needs throughout the hiring lifecycle, often for critical, complex, high level or high-volume candidate searches. Owns the candidate experience and prepares candidates for next phases of the process. Enhances the candidate experience at all phases of the relationship by proactively identifying factors that may adversely impact the candidate and partnering with business leaders to develop mitigation strategies.

Talent Sourcing

- Leverages long-term relationships with talent pools and communities across the industry. Develops a comprehensive approach that integrates multiple concepts (e.g. community building, business intelligence) to create an innovative sourcing strategy for a division, set of countries, or subsidiaries.
- Shares candidates across teams, and is responsible for developing and implementing strategies to generate and meet targets for differentiated talent for a division, set of countries, or subsidiaries.

Candidate Assessment & Screening

- Manages the candidate assessment framework and identifies, adopts, and evangelizes best practices that ensure high-quality hires. Identifies opportunities for improvement and leads the creation of assessment materials by identifying relevant competencies and job criteria.
- Manages the candidate screening framework, and identifies, adopts, and evangelizes best practices that ensure effective screening processes and a qualified talent pool.

Operational Compliance & Excellence

- Leads the optimization of staffing policies, systems, and processes throughout his or her organization, and guides stakeholders on the impact of these changes.
- Maintains current documentation on candidates' qualifications and status in the appropriate staffing or tracking system, within compliance guidelines (e.g., Office of Federal Compliance Programs, General Data Protection Regulation). Captures relevant data in recruiting platform and leverages data to inform meaningful insights.

Other

- Embody our culture and values

Qualifications

Required/Minimum Qualifications

- 8+ years talent acquisition experience (e.g., recruiting, sourcing), HR experience, or industry experience related to role
- OR Bachelor's Degree in Human Resources, Business, Liberal Arts, Computer Science, Engineering, or related field AND 5+ years talent acquisition experience (e.g., recruiting, sourcing), HR experience, or industry experience related to role.

Additional Or Preferred Qualifications

- Executive or senior leadership client-aligned recruiting experience
- LinkedIn Certification.