



Senior Recruiter

The Senior Recruiter will develop and implement a world class talent attraction function for SierraConstellation Partners. Primary focus will be on developing the overall Talent Acquisition strategy to include the creation of formal processes and procedures, developing programs such as college recruitment and D&I activities, and helping to establish employment branding in the market. This person will be responsible for the ongoing effort to discover talent, build a strong talent acquisition culture, manage day-to-day tasks, and ensure a positive and consistent experience for both candidates and internal business partners.

Responsibilities

- Determine current staffing needs and produce forecasts for SCP and provide support and strategy to fill those positions.
- Work with various business leaders to determine recruitment strategies and processes to support SCP regional locations.
- Create consistencies across all SCP regional locations as it relates to the mitigation of risk and compliance.
- Develop on employment branding initiatives to include the creation of content and campaigns to drive awareness (ATS, Careers Page, collateral, etc.).
- Create sourcing strategies to fill open positions and the building of pipelines that anticipate future needs.
- Plan and conduct recruitment and selection processes (interviews, screening calls, etc.).
- Take steps to ensure positive candidate experience.
- Organize and attend career fairs or other recruitment/networking events.
- Develop metrics and reports that identify areas of improvements, trends and provide visibility to current staffing needs.
- Research competitive market trends on compensation, benefits/perks and other important information needed to attract best in class talent.
- Make strategic recommendations to leadership on an ongoing basis as the talent infrastructure is built.
- Support onboarding of new hires such as delivering NHO, scheduling introductions, etc.
- Collaborate with other Operations team members to work on firm initiatives.

Qualifications

- Bachelor's degree in human resources, business, or a relevant field.
- 4+ years of experience in Talent Acquisition.
- Demonstrated experience in full cycle recruiting, sourcing, and employment branding.
- Understanding of all sourcing methods and techniques.
- Proficient in the use of social media and job boards.