

Role summary

As a Talent Acquisition Advisor, you will lead the overall service delivery across our global studios in London, Abu Dhabi, Bangkok, Beijing, Buenos Aires, Dubai, Hangzhou, Hong Kong, Los Angeles, Madrid, New York, San Francisco, Shanghai, Shenzhen, Singapore and Sydney. You will oversee a Talent Team of 5 Talent Partners.

Working as part of an RPO Partnership you will have a dotted line to the existing Head of Talent, while directly reporting to the Head of HR

The location for this role is in Battersea, London.

Role definition

Job Title: Talent Acquisition Advisor
Supporting: HR & Recruitment teams
Reporting to: Head of HR

Responsibilities will include, but are not limited to:

- Communicating the process and benefits of the solution to key stakeholders, including changes in process, new initiatives/projects, and additional service offerings
- Assist in the continued development and communication of the EVP through our multiple channels
- Analysing and communicating recruitment trends, results, and insights (business unit, client, and external market) to drive future recruitment activity, improve compliance and reduce risk
- Ensuring the team is fully briefed on the contractual recruitment delivery process, SLAs, mandatory recruitment activity stages and team responsibilities
- Managing relationships with 3rd party agencies providers as requested
- Representing the client brand in the market to attract and retain talent, develop a reputation of recruitment best practice/employer of choice
- Monitoring service delivery against contractual terms
- Recruiting, inducting, and training new team members where and when required
- Ensuring effective performance of all team members, ensuring all KPIs are set and where appropriate development plans and mentoring

Skills & experience required:

- Thorough understanding of end-to-end recruitment process methodology within Corporate HR, preferably at a global organisation
- A high level of experience working in a leadership role for a recruitment solution
- Strong written and verbal/presentation skills
- Able to interpret data from a variety of internal and external source and predict trends
- Experience working with global/offshore sourcing models would be preferred

Additional Information

Our HR service is focussed on relationships – with each other, our internal clients, and our candidates. We support open communication and encourage our team to always question and challenge. Everything we do sits on our drive for diversity - diverse perspectives, backgrounds and ideas that feed innovation and make us a destination employer.

Foster + Partners HR are passionate about transforming the way the practice acquires talent by delivering skill focused solutions that make a difference to our Global offices. From refining our employer brand and EVP to recruiting top talent, our integrated talent team drive the business growth aspirations.

As an industry leader, we draw upon decades of experience to design innovative recruitment programmes and processes. We develop competitive campaigns that position the practice for growth, and we deliver the insight needed to succeed in today's global marketplace.

This description reflects the core activities of the role but is not intended to be all-inclusive and other duties within the group/department may be required in addition to changes in the emphasis of duties as required from time to time. There is a requirement for the post holder to recognise this and adopt a flexible approach to work. Job descriptions will be reviewed regularly and where necessary revised in accordance with organisational needs. Any major changes will be discussed with the post holder.