

Talent Acquisition Programs Specialist

Job LocationsUS-NJ-Camden

ID

2024-6682

Category

Human Resources

Location

TMO - HR NJ

Schedule

Full-Time

Type

Regular

Overview

Our business is real estate, but our organization is so much more than bricks and mortar, beautiful buildings and well-managed properties. Our business is about people who need a place to call home and the people of Michaels who make it all happen.

The Talent Acquisition Sourcing Specialist is responsible for building the candidate pipeline to meet the hiring objectives of operations. This will be achieved by various means including networking, building relationships with educational institutions, developing new, creative sourcing ideas, and partnering with hiring managers, our RPO and other members of the Talent Acquisition team to identify sources for candidates. The sourcing specialist will play a critical role in ensuring we are attracting and hiring the best possible talent for Michaels.

This position will be based out of our Camden, NJ headquarters and will be in the office 4x a week.

Responsibilities

In partnership with the Director, Talent Acquisition and the extended TA team, the primary focus areas of this role include:

- Drive the delivery of innovative TA sourcing initiatives to identify and execute candidate generation strategies, proactively researching and assessing new sourcing mythologies to meet business recruitment goals for our operations teams
- Proactively source and directly engage active and passive candidates for aged requisitions, through innovative tactics and channels including internal and external networking, research and active utilization of professional associations, social networks, job boards and other online resources.

- Develop and maintain relationships with trade schools, colleges and high schools in targeted geographic regions
- Maintain relationships with Career Services at partner trade schools, colleges and high schools. Act as our liaison and help us recruit students and recent graduates.
- Attend and host college/high school career days
- Build effective internship and apprentice programs to help drive pipeline of junior and experienced talent.
- Utilize creative sourcing techniques including but not limited to the use of social media, employee referrals, Boolean searches, x-ray, and networking to identify top talent for the organization
- Leverage business knowledge, market intelligence, and industry trends to build candidate slates and inform hiring decisions for our operations groups.
- Act as a brand ambassador for The Michaels Organization in the marketplace, championing the company's brand to build awareness and attract diverse, highly skilled talent
- Manage our vendor relationship, in conjunction with the Director of Talent Acquisition, with our RPO for operations
- Serve as an escalation point for aged requisitions. Work with managers and the RPO to develop strategy to get jobs filled.
- Facilitates meetings with RPO recruiters and managers to address specific site level recruiting needs.
- Monitor factors such as delivery reliability, quality and accuracy of estimates and invoices related to our RPO.
- Provide regular feedback on vendor performance and make recommendations.
- Provides project management and ongoing support around vendor management and special projects

Qualifications

Required Experience:

- Minimum of five (5) years of client-centric, full lifecycle Talent Acquisition experience; or equivalent combination of education and experience
- Experience sourcing talent within the property management field highly preferred

Required Education/Training: Bachelor's degree from a four-year college or university

Required Skills and Abilities:

- Experience recruiting for non-exempt roles.
- Proficiency with applicant tracking systems (iCIMS preferred).
- In-depth knowledge of a variety of sourcing strategies and tools, including Internet sourcing and social media.
- Ability to think creatively and execute effectively.

- Demonstrated ability in cold calling target companies.
- Demonstrated ability to take initiative and be able to analyze data, identify trends, plan for future needs, prepare reports and make recommendations and decisions.
- Excellent follow-up skills.
- Ability to cultivate relationships that generate a positive perception of TMO and to develop long-term sustainable networks, including relationships with targeted placement offices, diversity organizations, college/high school recruitment teams, etc.
- Ability to work across all business units and be willing to travel as necessary.
- Excellent interpersonal, written and oral communication skills, including the ability to communicate at all levels both inside and outside of TMO.
- Strong analytical and decision-making skills.
- Proficiency with Google suite and various recruiting technologies, including online communications, search engines and career websites.
- Highly motivated with the ability to work independently and as part of a team.
- Experience attending job fairs and working with local organizations is a plus.

Salary Range Information

The range displayed on each job posting reflects the targeted base salary for the position. Within the range, individual pay is determined by work location and additional factors, including job-related skills, experience, and relevant education or training.

Rewards & Benefits

We know Michaels' promise of lifting lives starts with our teammates, so making sure every single teammate is happy, healthy, and set up for a successful future is important to us. As part of our team, you will enjoy a competitive wage, a comprehensive benefit package which includes Medical, Dental, Vision, prescription, etc., generous paid time off, a 401 (k) plan with a company match, and so much more:

- Help make the world a better place in a team-oriented environment.
- Grow with our organization through various professional development opportunities.
- Collaborate and thrive in a company culture where all are welcome

Michaels teammates make a difference in the lives of residents, colleagues, and the communities where we live and work every day.

Come join our team. You're going to love it here!

Salary Range

N/A

COME GROW WITH US!

Didn't find what you're looking for? Join our Talent Community to be kept up to date with our latest job opportunities. [Join our Talent Community](#)

APPLY at: <https://careers-tmo.icims.com/jobs/6682/talent-acquisition-sourcing-specialist/job?mode=view&mobile=false&width=1497&height=500&bga=true&needsRedirect=false&jan1offset=-300&jun1offset=-240>