

Talent Acquisition Manager, Northeast Region North American Partners in Anesthesia

Melville, NY – USA

Position Requirements:

The Talent Acquisition Manager (TAM) develops and executes a best-in-class regional talent acquisition strategy while leading full-life cycle clinical recruitment. The TAM is responsible for executing against the identified recruitment strategies in support of attracting, sourcing, and pipelining top talent for the region (s). Partnering with key stakeholders across the company will be essential in implementing a regional strategy that has internal support and momentum and that translates externally to recruit the best talent.

Responsibilities:

- Develop staffing plans by partnering with regional business leaders and HR business partners to assess needs and ensure strategies are in place for meeting local/regional talent needs.
- Present to candidates on NAPAs Destination of Choice and make placement recommendations, match candidates to current job opportunities.
- Influencing and consulting with Regional Leadership on current market trends (compensation, benefits etc.)
- Comply and drive recruiting process to accurately measure time to fill, quality and candidate experience.
- Manage candidate experience from Presentation through Onboarding
- Manage transition from Offer Letter signed through Contracting.
- Deploy talent acquisition strategies that positively strengthen capabilities in attracting, assessing, and selecting the best talent.
- Responsible for leading the regional pipeline development and associated strategies to nurture a clinical pipeline of Anesthesiologists and Certified Nurse Anesthetists
- Collaborate with Marketing to optimize talent attractions strategies through campaigns, social media, job boards and recruitment events.
- Build collaborative partnerships with Regional Vice Presidents, Clinical Leaders, Chiefs and Practice Managers in support of meeting critical staffing objectives.
- Utilize data and analytics through effective reporting to inform business decisions and focus on the most successful sourcing channels.
- Follow up with candidates throughout the recruiting process to ensure efficiency and adhere to timelines.
- Manage ATS data and reporting related to recruitment and pipelining activity, interviews and hiring results.
- Ensure compliance with OFCCP, AAP, EEO, current laws, regulations, and company policies.
- Stay abreast of innovative recruitment and sourcing strategies.
- Must be able to travel to local and national events- approximately 25% travel

Key Qualifications:

- 5 + years' experience within a clinical recruitment setting (physician/nursing). This role will ideally be based in the Northeast.
- Demonstrated credibility with business leaders and the ability to work in a collaborative environment.
- Strong ability to diagnose and analyze challenges while driving appropriate solutions.
- Experience working with geographically dispersed hiring managers.
- Ability to work in a fast-paced, agile workplace.
- Excellent communication skills and the ability to interact with all levels within the organization.
- Strong ATS technical skills (iCIMS or Workday preferred)

Personal Attributes:

- Demonstrates ability to partner with business leaders and internal stakeholders. Assertive and results oriented in style, but respectful of others, and skilled in navigating competing priorities. Team player who creates energy and shows enthusiasm.
- Strong relationship builder with internal and external stakeholders. Ability to interact with all levels and functions in the organization. Exceptional influencing, interpersonal and communication skills
- Analytical, process, data driven mindset.

Education:

- An undergraduate bachelor's degree in business, human resources or related discipline

Total Rewards

- Salary: \$95,000- 110,000 per year plus commission
- Generous benefits package, including:
- Paid Time Off
- Health, life, vision, dental, disability, and AD&D insurance
- Flexible Spending Accounts/Health Savings Accounts
- 401(k)
- Leadership and professional development opportunities

Please apply online at: <https://careers.napaanesthesia.com/>

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EEO Statement

North American Partners in Anesthesia is an equal opportunity employer.