

Director of Talent Acquisition & Total Rewards



Our HR Story — It's a Great Time to join Stony Brook Human Resources!

We all know that the way we work is changing... and Stony Brook HR is changing too! Our team is expanding — we are growing our already talented workforce and looking for change drivers to join us on this journey. If you want to be a part of deciding what work will look like in the future and how HR can best evolve to meet the changing needs of the workplace — if you share our belief that the field of HR must grow and that we can elevate the employee experience, together — then join us and together we can build that better tomorrow, today!

Stony Brook University has received the prestigious designation as a flagship university in the State University of New York (SUNY) system, reflecting the pre-eminent role the University plays, nationally and internationally, as a model of research and academic excellence. We have been recognized by Forbes as one of America's Best-in-State Employers and as an institution that provides exemplary employment opportunities on Long Island and in New York State. Stony Brook University is also ranked on the 2022 America's Best Employers for Diversity Forbes list. And, we have been ranked the #1 public university in New York State.

Required Qualifications (as evidenced by an attached resume):

Bachelor's Degree (foreign equivalent or higher). Five (5) years of Human Resources experience focused on recruitment, talent acquisition/talent management or compensation and total rewards. Supervisory level experience. Experience building partnerships with internal leaders and external vendors. Excellent written, verbal communication skills and attention to detail. Proven ability to be self-starting, highly organized, detail and service oriented.

Preferred Qualifications:

Advanced Degree. Professional HR certification (SHRM-SCP, SHRM-CP, HRCI or PHR/SPHR). Five (5) years of people management experience leading a dynamic recruiting team in a high growth organization. Experience working within a Talent Acquisition model or firm understanding of the Talent Acquisition model. Experience in a higher education, healthcare or unionized environment. Working knowledge of Applicant Tracking Systems/databases. Experience building, developing, and retaining talent.

Microsoft Office suite experience including presentation building skills.

Brief Description of Duties:

The Director of Talent Acquisition (TA) & Total Rewards is a team player who acts with a sense of urgency, adapts to a fast-paced and ever-changing environment, and will be responsible for the teams that handle all recruitment, retention, classification and compensation programs. These teams lead the efforts of attracting and acquiring the best and brightest talents across the globe. The Director will inspire, motivate, develop, and oversee a high-performing and engaged team through ongoing opportunities for professional development, mentorship and coaching. In addition to guiding, supporting and developing these teams, the Director will manage internal and external stakeholder relationships using the business partnership and relationship management model to support the University objectives. The Director demonstrates strong leadership capability, intimately understands the landscape, possesses exceptional decision-making and problem-solving, can navigate ambiguous situations and will thrive in a dynamic and evolving environment. This position requires a pro-active, data oriented, analytical thinker that is comfortable using data and analytics to guide decision-making and has the ability to solve complex problems. A future-oriented outlook geared toward achieving continuous improvement is essential to this role.

- Develop best-in-class TA strategies and methods in recruiting and internal hiring processes.
- Manage candidate experience lifecycle to ensure a smooth and robust experience throughout sourcing candidates, interviewing, and preparation for onboarding.
- Build out best practices for recruitment, working closely with HR Business Partners to thoroughly understand talent needs to successfully deliver quality pool of applicants.
- Develop proactive pipelining of talent using internal and external digital tools, referrals, and networks; as well as creating an internal mobility strategy for succession planning.
- Drive Diversity, Equity, and Inclusion practice from a recruiting lens, working with leadership to ensure the selection of talent is reflective of the community we serve.
- Lead with data, providing recruiting status reports and communications to senior leadership and key business partners; establish goals and KPIs to drive success.
- Collaborate with the Director of Executive Search and Leadership Resources.
- Develop, implement, and communicate compensation and total rewards programs.
- Conduct internal evaluation and analysis and external research to benchmark and learn/understand the current status, positioning and current trends to ensure competitive practices.

- Working with the Classification and Compensation team, provide insight to analysis and evaluation of new and existing jobs and job descriptions to determine the appropriate market rate, alignment within the internal structure.
- Collaborate with HR Business Partners, Recruitment, Compensation Team and Stakeholders to develop compensation strategies for all titles.
- Continually evaluate compensation programs to ensure they are legally compliant, competitive, aligned with the overall compensation philosophy and deliver appropriate business results.
- Conduct research and analysis of organizational trends including review of reports and metrics to ensure compliance regulations are adhered to per current structural integrity.
- Manage HR software to deploy compensation and total rewards strategies.
- Other duties or projects as assigned as appropriate to rank and departmental mission.

Apply online:

[Director of Talent Acquisition & Total Rewards](#) – Job Number 2300927.