



WILLIAM GRANT & SONS

## ROLE PROFILE

<b>Role Title</b>	<b>Talent Aquisition Partner</b>
<b>Internal Reference</b>	CEN-0163
<b>Business Unit / Group Function</b>	Central Services
<b>BU Team / Sub-Function</b>	HR
<b>Location</b>	Arete
<b>Team Leader Role</b>	Head of Talent
<b>Role Level</b>	3B
<b>Team Members</b>	No
<b>Role Purpose</b>  Proactively support the Head of Talent ensuring Talent Acquisition policies, principles and standards are achieved to meet company objectives.	
<b>Accountabilities</b> <ul style="list-style-type: none"><li>• Support the Head of Talent to provide strategic oversight and governance of the current status of Talent Acquisition within WG&amp;S, drawing on data and insight from multiple sources to build a rounded perspective of progress made and current priority areas accurately</li><li>• Provide thought leadership and recommendations to drive and deliver improvements to the Talent lifecycle and employee experience, working across different Business Units to ensure consistency where required, yet allowing for local approaches to be supported where needed</li><li>• Collaborate across the organisation, building strong relationships with HR colleagues and leaders to develop awareness, practical skills, and understanding of good Talent Acquisition practices</li><li>• Provide input to the development and deployment of a compelling employment brand through multiple channels, including the strategic use of social media</li><li>• Work closely with the Talent Management Partner to ensure that Talent practices are aligned and consistent, and collaborate on opportunities to support decision making around selection decisions (e.g., building fair and robust selection processes, supporting with assessor skill building, validating processes)</li><li>• Work closely with the Talent Management Partner and HR Directors to gain visibility of internal Talent and support internal mobility effectively</li><li>• Provide direction, develop governance, and practical delivery on core Talent Acquisition processes (e.g. Employer Branding, Sourcing, Screening, Selecting) to drive consistency, quality and proactivity in the organisation's approach to hiring</li><li>• Provide practical delivery of key sourcing projects (e.g., providing Executive Sourcing, Talent Mapping &amp; Insights, volume campaigns) to support HR Directors and Hiring Leaders to ensure a quality pipeline of talent for current and future requirements to meet deadlines</li></ul>	
<b>Created by:</b>	Melissa Sumner
<b>Creation Date:</b>	01/02/2022
<b>HRBP:</b>	Kirsty Morris



WILLIAM GRANT & SONS

<b>Date of last revision:</b>	01/03/2022
-------------------------------	------------