

Talent Acquisition Partner



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> People > Human Resources

What's it all about

As a Talent Acquisition Partner, you will take responsibility for the end-to-end recruitment process for your business area, providing expert and agile solutions recruitment solutions to meet their needs.

How you'll make a difference

Working as part of in-house recruitment team, you will develop your knowledge of your business area, demonstrating your creativity in resourcing techniques to help them attract and recruit the best candidates to provide quality services to our residents.

How you'll do it

- Demonstrate expertise for sourcing strategies within your target market and create custom outreach and meaningful candidate engagement.
- Effectively screen and assess talent, ensuring cultural and competency fit for the business unit(s) that you are supporting.
- Research and gather market intelligence. Map competitors, deliver data insight and help your hiring managers understand the external market and success of campaigns by using a data driven approach, influencing changes to requirements as necessary.
- Build talent pools and candidate networks to develop strong pipelines against various requisitions within the business unit that you are responsible for.
- Develop strong working relationships with fellow recruitment business partners and hiring managers to understand the needs of the organisation and ensure DE&I and employer value proposition are embedded in your recruitment campaigns.
- Ensure the recruitment service is delivered, meeting deadlines/SLAs/KPI/ budget.
- Ensure that you follow and keep up to date with all relevant Notting Hill Genesis and

statutory policies and related procedures including health and safety and financial regulations.

- Hybrid arrangements - at least three days a week in an office. On other days, working from home may be possible, depending on the work and the interaction required.

All about you

Behaviours for success

Our values set out what we stand for. You'll need to show us how you match them and how you'll behave to ensure those are visible when carrying out your work.

- Compassionate
- Progressive
- Dependable
- Inclusive
- Empowered

For each value, we've created example behaviours to help you understand our expectations in more detail. Please [refer to the framework](#). This role is at **staff** level.

Essential knowledge, experience and skills including qualifications and professional membership

- Demonstrable experience as an end-to-end Recruiter (with sourcing experience) delivering against multiple concurrent requirements to agreed SLAs.
- Knowledge and confidence to recruit for the housing sector within London.
- Ability to source innovatively, including the use of recruitment databases/ job boards, social media, networks, and other sources/platforms.
- Ability to proficiently use Boolean searches to uncover talent (e.g. X-ray searches, LinkedIn)
- Ability to assess for success and advise/adjust assessments as necessary
- Experience working with stakeholders and candidates to deliver an exceptional service.
- Ability to demonstrate market insights to hiring managers and HRBPs, using market mapping



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techniques /data insights/ trend analysis.

- Effective communication and interpersonal skills and proven ability to build and maintain relationships with hiring managers and other internal stakeholders.
- Strong analytical and problem-solving skills
- Experience working within an in-house recruitment team/RPO environment would be advantageous.
- CIPD or REC qualification (desirable)
- IT and systems skills including proficient use of a ATS and Microsoft office