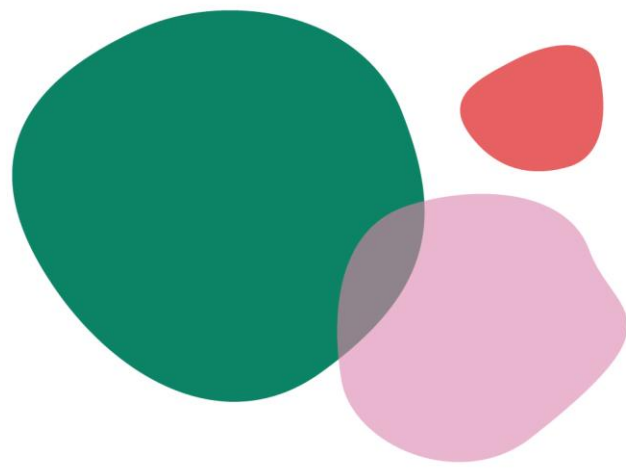




Role Title: Resourcing Attraction Lead

Department: People Team

Job Family: Internal Support Roles

About the role:

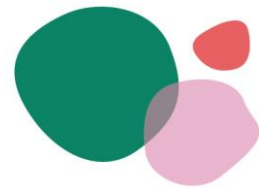
As a Resourcing Attraction Lead, you will be responsible for supporting the societies recruitment and delivering innovative solutions for the attraction of hard to fill roles.

Working with the Attraction Manager, you will be responsible for attracting and recruiting the highest quality talent for our Society in a cost effective and timely period.

You will have an essential role in delivering the best candidate experience and recruitment journey.

What you'll be doing:

- Identifying the best route to market for external vacancies, continually reviewing the most cost effective and appropriate tools.
- Assist with reviewing job adverts and working in line with branding to enhance attraction.
- Work with people partners on niche roles to create a bespoke attraction plan and support at trading group meetings if required to provide insights and solutions.
- Manage and respond to Glassdoor and Indeed reviews.
- Conduct candidate searches utilising the recruitment talent pool and linked in to match CVs to suitable job roles.
- Manage recruitment inboxes and service now queries in line with agreed SLA's.
- Manage attraction of quality candidates and provide attraction solutions for difficult to fill roles.
- Drive localised attraction activity to support recruitment, such as displaying vacancies in site and using local Facebook groups.
- Advertise vacancies on our career's website and relevant job boards to ensure our vacancies are current and gaining maximum market exposure.
- Support hiring managers with reviewing and shortlisting applications for hard to fill roles, whilst managing and supporting the recruitment process through to offer.



- Support managers through the recruitment process including RTW and DBS requirements.
- Liaise with all recruitment sources e.g. agencies, colleges, job centres, web, and magazine advertising and so on, to ensure vacancies are filled in a cost effective and timely manner.
- Build strong working relationships with Hiring Managers, Central & Field Operations and the people team to support the recruitment process.
- Be prepared to work to agreed budgets and targets and be commercially aware of the impact recruitment activities have on the Societies performance overall.
- You will be required to support recruitment across the societies different business groups to meet with the society's recruitment demand.

About You:

- Experience working in a fast-paced environment.
- Able to deliver against tight deadlines and in line with SLA's
- Able to deliver against targets and KPI's
- Exposure and experience within recruitment

Scope:

- Reports to: Attraction Manager.
- Budgetary Control: N/A.
- Key internal contacts are all internal departments and trading groups.
- Key external contacts are the Society suppliers.