

Head of Talent Acquisition

Job location: Hult International Business School, London

Minimum duration: 1 Academic Year



About Us

Hult Strategic Consulting is a Junior Enterprise consultancy working to tackle big challenges. This is a student-led consultancy firm that has the objective of developing its leadership team as well as its consultants early in their careers so that they can graduate with real-life experience working for companies that take their recommendations forward and allow them to make an impact. You will have the opportunity to work in an entrepreneurial, independent, and energetic environment where you will be challenged and encouraged to develop your full potential. If you are seeking to go beyond the academic experience in a student club by taking a leadership position in an established organization, adding real work experience to your path, this is an excellent opportunity for you.

Role Description & Objectives

We are looking for an enthusiastic **Head of Talent Acquisition** to ensure that all recruitment & selection and talent sourcing processes and mechanisms are carried on smoothly and effectively. You will be responsible for owning and monitoring the existing HR policy and processes in collaboration with the L&D department and Vice President, ensuring that they are correctly implemented as well as for developing new talent acquisition strategies and providing sound advice to the Board of Directors on all related subjects. You should be able to organize and manage recruitment cycles meeting the expected targets and KPIs of number and quality of new hires. The goal is to ensure that all HR needs of HSC are being met and are aligned with all business and organizational objectives.

Duties & Responsibilities (not limited to)

- Determine current Human Capital needs and produce forecasts.
- Develop talent acquisition strategies as well as communicate recruitment cycles calendar.
- Lead employment branding initiatives in collaboration with the Head of Marketing.
- Perform sourcing to fill open positions and anticipate future needs
- Plan and conduct recruitment and selection processes (interviews, assessment tests etc.)
- Ensure positive candidate experience and adjust procedures based on new hires feedback.
- Assist in employee retention and development.
- Supervise recruiting personnel (Talent Acquisition Officers/Associates).
- Organize and/or attend career fairs, assessment centers or other HR events.
- Use metrics to create reports and identify areas of improvement.

Desired Skill Set (subject to develop)

- Excellent verbal and written communication skills.
- Excellent time management and organizational skills.
- Strong analytical and problem-solving skills and attention to detail.
- Strong supervisory and leadership skills.
- Ability to adapt to the needs of the organization and employees.
- Ability to prioritize tasks and to delegate them when appropriate.
- Basic knowledge of employment-related laws and regulations.