

25296 Director of Talent Acquisition

Job Category: Grade 10

Location: 8000 Forsyth, St. Louis, Missouri 63105

Job Expectations:

How would you like to work for a great company that offers career growth and values your skills and experience? For over 150 years, Commerce Bank has built a strong reputation as a “Super Community” bank and is recognized as an industry leader. In today's growing and competitive financial services industry, we look for creative and innovative solutions to meet the needs of our customers. To achieve our results, we recruit the best and brightest employees who ask, listen and solve to meet our customers' needs!

The Talent Acquisition Director plays a key role as a member of the Talent Management leadership team in bringing creative and practical solutions to the team in to enhance our ability to identify and acquire the top talent needed to achieve company results. This role is accountable for talent acquisition strategy, implementation and service level requirements across the organization. In this role, you will partner closely with line of business leadership, other internal customers and the broad Talent Management team to ensure Commerce Bank has the needed talent to meet business objectives. You will lead a team of recruiters and specialists to deliver recruitment results, as well as, oversee innovative recruitment projects and programs.

Responsibilities:

- Lead, mentor and train a high performing recruitment team that delivers talent with a sense of urgency, outstanding customer service and flexibility to meet the changing needs of the business
- Partnering with business leaders and Talent Management to ensure team alignment with business needs. Exceptional communication skills are essential.
- Establish and monitor measures and metrics to drive data driven decisions to improve efficiency and effectiveness of the team
- Development of a strong pipeline of talent driven through creative and sustainable sourcing strategies
- Analyze and drive an effective hiring process. Ability to pinpoint and help to remove any obstacles to recruiting progress
- Collaborate and lead others on strategic recruiting and cross-functional Talent Management projects and initiatives
- Development and implementation of our employment brand. Ability to determine necessary changes and develop recommendations to improve our talent brand and partner with others to provide a remarkable candidate and employee experience
- Develop trusting relationships and serve as an advisor to hiring managers by building and maintaining external partnerships, acquiring market intelligence, and influencing solutions to achieve outcomes
- Management of vendor relationships and external consulting teams.

Qualifications:

- Bachelor's degree or an equivalent combination of education and/or experience.
- 5+ years of talent acquisition/recruitment experience to include senior level position strategies
- 5+ years leadership experience
- 5+ years product/program management experience
- Demonstrated ability to grow, mentor and develop others to do their best work every day
- Ability to manage multiple projects and priorities effectively with keen prioritization capabilities
- Strong presentation and influencing skills to communicate with and persuade a wide range of audiences.
- Demonstrated experience in developing and delivering high quality, consumable, and consistent metrics to hiring managers and executive teams
- Knowledge of applicable employment laws, policies, techniques; high degree of integrity and ability to exercise discretion.
- Thorough understanding of job market and hiring trends, and ability to adapt quickly to a changing hiring environment

Time Type: Full Time

Apply at: <http://www.commercebank.com/careers>

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