

**Job Title**

Talent Acquisition Specialist

**Short Description**

Avadian Credit Union is looking for an ace talent recruiter to join our team. As a Talent Acquisition Specialist, you will support our day-to-day recruiting and help shape our talent acquisition strategy.

Avadian is seeking a proactive, assertive, strategic, and competitive person - primarily focused on solutions to drive outcomes through deductive and analytical problem-solving. Achieving and "winning" the day is critical while understanding the importance of relationships and connecting to people as an important secondary talent (empathetic and friendly, but not emotional and overly gregarious). A sense of urgency (liking to work under deadlines, enjoying multi-tasking, jumping from one key project to another) will be required, and if you have a bias toward action, great!

Creative and "grey, not always black and white" thinking will allow for unique "what if" scenarios when taking responsibility for the success of this endeavor. You will be responsible for critical systems and processes to drive repeatable and sustainable outcomes - either through your own ability or your ability to work with additional team members.

At the end of the day, this person will own the results and will be rewarded and compensated accordingly - the buck stops with you. This role will allow you to achieve your vision and supply plenty of entrepreneurial opportunities, and alignment between success for Avadian and your own achievements will be mutually beneficial.

**Full Description**

Avadian Credit Union is looking for an ace talent recruiter to join our team. As a Talent Acquisition Specialist, you will support our day-to-day recruiting and help shape our talent acquisition strategy.

Avadian is seeking a proactive, assertive, strategic, and competitive person - primarily focused on solutions to drive outcomes through deductive and analytical problem-solving. Achieving and "winning" the day is critical while understanding the importance of relationships and connecting to people as an important secondary talent (empathetic and friendly, but not emotional and overly gregarious). A sense of urgency (liking to work under deadlines, enjoying multi-tasking, jumping from one key project to another) will be required, and if you have a bias toward action, great!

Creative and "grey, not always black and white" thinking will allow for unique "what if" scenarios when taking responsibility for the success of this endeavor. You will be responsible for critical systems and processes to drive repeatable and sustainable outcomes - either through your own ability or your ability to work with additional team members.

At the end of the day, this person will own the results and will be rewarded and compensated accordingly - the buck stops with you.

This role will allow you to achieve your vision and supply plenty of entrepreneurial opportunities, and alignment between success for Avadian and your own achievements will be mutually beneficial.

Responsibilities will include:

- Develop and execute innovative search techniques and proactive outreach to generate a diverse pool of candidates necessary to fill open positions.
- Actively interact with potential candidates through professional and social networks.
- Build talent and actively track candidate pipelines within Avadian's HRIS recruitment system to enhance bench strength in critical need areas for current and future roles.
- Work with the Vice President of Human Resources to collaborate with marketing/branding, and/or hiring managers on a regular basis to collaborate on optimum approaches to strengthen the candidate pool, including ongoing recruiting strategies and diversity initiatives.
- Develop, execute, and monitor candidate search campaigns using a variety of internet search engines as a delivery vehicle for producing quality candidates.
- Clearly articulate and promote the Avadian brand online and offline through candidate interaction, networking events, professional networks, job fairs, community events, etc.
- Ensure compliance with laws and regulations as it relates to online sourcing, staffing, and hiring practices.
- Develop, track, and analyze all sourcing/attraction programs to optimize investments and efforts. Report on effective recruiting trends and make recommendations based on recruiting data.
- Provide an exceptional candidate experience, and be an Avadian brand ambassador to candidates, presenting a positive and compelling company image.

Basic Requirements:

- Work involves extensive personal contact with others and is of a personal or sensitive nature. Outside contacts become important and fostering sound relationships with other entities becomes necessary and often requires the ability to influence and sell ideas or services to others.
- Ability to communicate effectively, both orally and in writing. Demonstrated ability to establish effective and cooperative working relationships built on trust. Excellent organizational and time management skills. Comfortable making decisions independently.
- Working knowledge of applicant tracking and HRIS systems.
- Familiar with a wide variety of sourcing avenues.
- Must be able to lift up to 15 pounds at times.

Experience: Three to five years of experience as a talent acquisition specialist, or similar.

Education: Bachelor's degree in Human Resources or related field, or equivalent work experience required.

\*Remote position that will require travel within the state of Alabama.

Please note - submitting a resume does not guarantee any future action by Avadian Credit Union. Avadian Credit Union is an Equal Opportunity Employer.

<b>Education</b>	Bachelor's degree in Human Resources or related field, or equivalent work experience, required.
<b>Additional Comments</b>	Interested, qualified candidates should apply using the following link: <a href="https://recruiting.paylocity.com/recruiting/jobs/Details/1265805/Avadian-Credit-Union/Talent-Acquisition-Specialist-Full-Time">https://recruiting.paylocity.com/recruiting/jobs/Details/1265805/Avadian-Credit-Union/Talent-Acquisition-Specialist-Full-Time</a>
<b>Credit Union</b>	Avadian Credit Union
<b>State</b>	Alabama
<b>Contact Name</b>	Lindey Patterson
<b>Email</b>	lpatterson@avadiancu.com
<b>Phone</b>	205-444-3776
<b>Fax</b>	205-444-3755
<b>Expiration Date</b>	09/09/2022