



Director, Talent Acquisition

Portland, OR; Salt Lake City, UT; Boise, ID; Seattle, WA

Job # R-1437

Oregon, Washington, Utah or Idaho

The Director, Talent Acquisition is charged with three key responsibilities: 1) design a talent acquisition strategy and practices to deliver the right talent to shape the future of Cambia; 2) create an outstanding candidate experience; 3) inspire and guide the talent acquisition team. This role is looked to as a partner and a change leader by hiring managers and the HR team.

General Functions and Outcomes:

- Create Cambia's talent acquisition strategy in support of business hiring objectives, applying both best practices and industry-leading "next practices"
- Drive the talent acquisition strategy through full-cycle recruitment efforts and team coaching and support
- Build strong, credible relationships with senior leaders and hiring managers as a trusted advisor and subject matter expert
- Establish and maintain consistent and regular means of providing connections between the talent acquisition team and HR business partners
- Define and measure key performance metrics and dashboards both to showcase the effectiveness of the function and reveal opportunities to fine-tune the strategy and approach
- Support a diverse, equitable and inclusive workplace through specific actions by the talent acquisition team and hiring managers
- Own Cambia's employment brand and seek innovative ways of differentiating Cambia in the talent market
- Identify and partner with external providers as required to ensure hiring needs are met
- Guide recruiting programs, processes and infrastructure to ensure the effectiveness and efficiency of our operations and outstanding candidate experience, while ensuring compliance with legal requirements and reporting regulations

Minimum Requirements, Competencies and Knowledge:

- 10+ years of talent acquisition experience
- Significant prior experience as a people manager
- Demonstrated experience introducing innovative recruiting strategies
- Skilled in the interpretation and application of talent analytics
- Prior experience and commitment to building a diverse and inclusive workplace
- Strong interpersonal, communication and collaboration skills
- Workday Recruiting experience a plus

Normally to be proficient in the competencies listed above:

The Director, Talent Acquisition shall have 10+ years of experience in talent acquisition/human resources or equivalent combination of education and experience. Master's degree in human resources, business, or related field preferred.

Work Environment:

- Job may be based in: OR, WA, ID or UT
- No unusual working conditions.
- Work may be performed in a combination of a home office and a Cambia office environment.
- Travel required, locally and out of state.

FTEs Supervised:

- 7 individual contributors plus 1 manager with a team of 8

To apply: https://cambiahealth.wd1.myworkdayjobs.com/en-US/External/job/Portland-OR/Director--Talent-Acquisition_R-1437

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