

CLIENT OVERVIEW

The client is a professional services firm that works side by side with companies to help develop and deliver products that drive customer value and company results. From R&D to portfolio strategy, customer insights, marketing and sales strategy, operations and technology, the firm leverages its deep industry expertise and leading-edge analytics to create solutions that work in the real world.

ROLE DESCRIPTION

The Senior Diversity Recruiter has responsibility for hiring talent across Americas Region through creative sourcing, coordinating the resume review and interview process and working collaboratively across offices with hiring managers and recruiters. The professional in this role will work within the North America recruiting team and partner with the firm's Inclusion and Diversity Center of Excellence to recruit top talent from under-represented populations and partner sources to fill open roles and candidates for specific Diversity programming offered by the company.

REQUIREMENTS

- Manage full-cycle Diversity recruiting processes including: sourcing, pre-screening and attracting candidates for experienced hiring opportunities across spaces and practice areas;
- Work closely with Recruiters and Hiring Managers to build innovative talent strategies for Diversity recruiting initiatives across the Americas region;
- Build networks of underrepresented talent through continuous market research and on-going relationship building (internally and externally);
- Analyze the effectiveness of efforts and provide data driven recommendations related to Diversity recruiting strategies;
- Assist in creating recruitment marketing materials for web, social and other platforms;
- Recommend regional tools/partners that aid in increasing Diversity talent pipelines (university, In-Market and Manager levels);
- Coordinate and manage Diversity partnership interview events;
- Maintain LinkedIn/Handshake hub or folder to track regional talent pool targeted by COE - i.e. HBCUs, I&D career fairs, events, sourcing;

- Recommend best practices around regional partnerships (i.e. HBCUs, I&D student clubs, etc.) that can be implemented across the regional recruiting team (i.e. job boards, sourcing extensions, AI tech, vendors, etc.);
- Suggest/implement regional process improvements as needed to make recruiting practices more inclusive and bias neutral;
- Update intra/internet Diversity Recruiting page with regional efforts and events.

QUALIFICATIONS

- Bachelor's Degree is required, coupled with a record of high academic or personal achievement;
- 4-7 years' work experience in a fast-paced corporate recruiting or sourcing role;
- Experience sourcing and recruiting for DEI based recruiting strategies and programs;
- Advanced internet research experience using Boolean search techniques is desirable;
- Expertise in hiring analytics, tech and data driven professionals;
- Can demonstrate a genuine interest in corporate recruiting and sourcing (including: headhunting, building talent pipelines, building market intelligence reports and recommending strong talent);
- Knowledge of recruiting/employment laws and practices a plus;
- Comfortable engaging with senior-level candidates and stakeholders – excellent communication skills and maturity;
- A team player with strong organizational & multi-tasking skills (ability to work on multiple projects in parallel and prioritize); attention to detail and a strong work ethic;
- Proficiency with MS Office Suite (Word, Excel, PowerPoint).
- The client is a global consulting firm; fluency in English is required, additional fluency in at least one European or Asian language is desirable.