
Title: Talent Acquisition Manager

People 2.0 Background

People 2.0 (www.people20.com) offers global Employer of Record (EOR) and Agent of Record (AOR) services tailored to serve two distinct client channels: Market Makers in talent and Independent Contractors.

The “Market Makers in talent” channel is comprised of services that match supply and demand for talent and consists of four segments: staffing agencies, search and recruiting firms, mass talent procurement services and consulting/compliance/contracting organizations. By utilizing People 2.0, Market Makers gain the benefit of adding EOR and AOR deployment options to the talent placement services they provide and act as effective resellers of People 2.0’s services.

The universe of “Independent Contractors” consists of professionals and workers who contract for work either as an individual or through a form of personal incorporation. People 2.0 supports Independent Contractors by unburdening them from all administrative aspects of their deployment arrangements.

Headquartered in the USA, near Philadelphia, PA, People 2.0 ranks among the largest independent workforce deployment platforms in the world. Services are provided through in-country establishments in 40 countries spread across three regions - the Americas, EMEA and Asia Pacific. People 2.0 is majority owned by TPG Growth, the growth equity investment platform of TPG, one of the most prominent investment firms in the world, with the remaining equity being held by CIP Capital and People 2.0 management.

Position Overview

The Talent Acquisition (TA) Manager is responsible for full life-cycle recruitment efforts of the organization, as well as vendor management of third-party partners. This includes sourcing, interviewing, selecting candidates and completing the entire evaluation, offer and on-boarding process for People 2.0’s international operations. This position will be the primary point of contact for outside search firms that the company partners with and will be responsible for ensuring process and cost controls are in place. The TA Manager will help build a consistent candidate experience for the organization at a global level.

Specific Responsibilities

- Confers with all levels of the organization to identify personnel needs, create job specifications, job duties, qualifications, and skills required for internal roles
- Develop and refine the Company’s global recruiting strategies and processes, provide monthly progress reports and presentations to HR leadership and executive team
- Support the company’s diversity & inclusion and equity initiatives in all aspects of recruiting, hiring, growth and retention
- Determine the best job posting platforms and efforts by creating job ads and overseeing recruitment strategy
- Manage utilization of search partners globally to help control efficiencies and spend against budget
- Prioritize time and efforts by urgency and operational needs of open requisitions
- Track recruitment KPI’s, like time-to-hire, course-to-hire and time-to-fill, as well as cost of partners and results by firm
- Maintain strong relationships with the executive leadership team of the company, supporting multiple business lines internationally

Title: Talent Acquisition Manager

- Proactively provide updates on open requisitions to the Vice President of Human Resources, escalating issues as they arise
- Must maintain a thorough understanding of the Company's growth strategy and make staffing recommendations to management, as needed
- Ensure application and interview process is compliant and consistent
- Oversee the Company's internship or partnership programs by identifying and building relationships local universities, workforce resources and other
- Ensure candidates have a highly positive experience during the People 2.0 recruitment and selection process
- Ensures that the hiring process complies with People 2.0's policies and procedures and with country specific employment laws and regulations.
- Additional responsibilities as needed, including various HR initiatives

Skills and Qualifications

- Bachelor's Degree in Human Resources, Business preferred or related years of experience
- Minimum 5-7 years' experience in an in-house corporate level recruitment role
- International recruiting experience, managing different time zones, employment laws and cultural differences
- Experience managing a full cycle recruitment strategy for an international organization
- Proven success and experience at a sales driven organization placing senior level business development roles and negotiating complex sales offers
- Exceptional communication skills, high-energy and enthusiastic about the Company's goals and values
- Ability to effectively communicate and present to executives on talent updates and progress
- Hands-on experience with recruitment software and Applicant Tracking Systems, including implementations
- A wide knowledge of interviewing strategies and skills – phone, video, panel, etc.
- Solid working knowledge of broad human resources functional areas including knowledge of federal and state employment laws
- Demonstrated leadership and communication skills that effectively direct, motivate, collaborate, and influence at all levels within the organization