



## City of Irving Job Description

### Talent Acquisition Partner

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<b>FLSA Status:</b>	EXEMPT	<b>Job Department:</b>	Human Resources
<b>Job Code:</b>	31101	<b>Reports To (Job Title):</b>	Talent Services Manager

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#### PURPOSE

To perform a variety of activities in support of human resources functions including Talent Acquisition, research and analysis, providing customized and city-wide recruitment and retention strategies. To facilitate Civil Service compliance with State Chapter 143 and applicable local rules, especially by assisting with Civil Service test coordination, and to oversee the internship program.

#### ESSENTIAL DUTIES AND RESPONSIBILITIES

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily.\*

- Perform research and provide advice to ensure compliance with federal and state laws and regulations; interpret and apply policies and procedures to ensure consistency between written policy and actual practice.
- Exercise confidentiality and discretion when updating/handling employee human resources files.
- Effectively execute employment actions (hiring, promotion, transfer, termination, etc.) in compliance with City Council and City Manager adopted policies; process personnel action forms and make recommendations or corrections, as needed.
- Act as a liaison with directors, managers, and supervisors regarding employment procedures; customize recruitment and retention strategies for designated departments.
- Collaborate with hiring managers to provide full-cycle talent acquisition support to designated departments; develop, lead and execute talent acquisition strategies and procedures to effectively target, identify, attract, recruit and hire high quality talent to meet current and projected organizational needs.
- Coordinate with hiring managers and outside recruitment agencies to fill executive-level positions for designated departments, including the preparation and submission of contracts and internal legal and purchasing documents.
- Collaborate with departments and Compensation Administrator to update job descriptions during position vacancies, ensuring they are written in accordance with expected performance outcomes and responsibilities for the position.
- Respond to user inquiries and train new users on the application tracking system.
- Manage online recruiting social networking accounts.
- Collect, compile, review, analyze, and evaluate multiple types of data related to functional area. Research information and prepare a variety of reports for department and City staff; as assigned, track and report key metrics related to functional area.
- Prepare and provide reports of newly hired employees, promotions and terminations to internal staff for employee database maintenance and internal employee communications, respectively.
- Respond to open records requests and a variety of surveys and questionnaires pertinent to functional area submitted from outside entities.
- Advise applicants and the general public regarding City's employment policies and processes.

- In collaboration with others in Talent Services and/or the Communications Department, draft customized job postings that highlight operational needs and accentuate duties crucial to the particular assignment while remaining within the full job description.
- Prepare the weekly job flyer(s), which includes facilitating job post openings, closings and renewals with assigned departments.
- Receive training on and maintain Employee History database, as well as, applicable portions of the HRIS.
- Research and identify possible recruitment sources; prepare and submit job opportunities postings to a variety of media, including newspapers, internet sites, automated voice message center and industry specific sources; provide individual job flyers to departments as needed to encourage networking recruitment efforts.
- Evaluate, coordinate, participate in, process paperwork for and attend recruitment events as needed. Purchase recruitment event registration and giveaway items.
- Coordinate and oversee the unpaid internship program, including working with school district/university and city staff to determine needs/availability.
- With/through assistance of front-office staff, review employment applications and conduct background and criminal checks, as requested. Perform internet research on candidates and prepare interview materials for executive-level positions when requested.
- *As assigned* by the Senior Talent Services Advisor and/or Talent Services Manager, coordinate Civil Service pre-employment and promotional processes for civil service entrance and promotional testing; enforce test security procedures/practices to ensure the integrity and quality of examination material; provide exam proctoring and scoring, test review administration and appeal preparation.
- Compose, review and prepare training and reference materials related to hiring and recruitment. Assist with special projects as required.

#### **OTHER DUTIES AND RESPONSIBILITIES**

- Remain current on Texas Civil Service best practices.
- Stay abreast of emerging innovations within the field of Talent Acquisition, and how they can be applied to General Government recruitment efforts.
- Assist with and supports City-wide special events related to human resources.

#### **SUPERVISORY RESPONSIBILITIES**

Supervisory responsibility is not a regular part of the position.

#### **FINANCIAL / BUDGETARY RESPONSIBILITY**

May have some small transactional responsibility as it relates to recruiting functions, job fairs and online recruitment avenues.

#### **QUALIFICATIONS:**

The requirements listed below are representative of the knowledge, skill, and/or ability required.\*

##### **EDUCATION**

- Bachelor's degree in a relevant field of study, or equivalent experience.

## **EXPERIENCE**

- Minimum of two (2) years of human resources or related experience.

## **CERTIFICATES, LICENSES, REGISTRATIONS**

- Appropriate, valid, state-issued driver's license, or ability to obtain upon hire, may be required.

## **KNOWLEDGE OF**

- Human Resources (HR): Policies and practices involved in HR functions, including selection, supervision, training, performance evaluations, and termination.
- Administration and Management: Principles and processes involved in business and organizational planning, coordination, and execution. This includes strategic planning, resource allocation, manpower modeling, leadership techniques, and production methods.
- Law and Government: Ordinances, laws, legal codes, court procedures, precedents, government regulations, and the democratic political process.
- Confidentiality: Methods and techniques of the proper handling and precautions for classified, confidential, and sensitive information.
- Customer Service: Principles and processes for providing customer and personal services including a desire to help customers regardless of their circumstance.
- English Language: The structure and content of the English language, including the meaning of words and grammar.
- Communications: Techniques and methods of communication, including alternative ways to inform and entertain via written, oral, and visual media.
- Office Software: Current word processing, presentation, spreadsheet, and database programs used by the City.

## **SKILLS AND ABILITIES IN**

- Accuracy: Paying attention to detail in dealing with numbers, words, and ideas.
- Active Learning: Working with new material or information to grasp its implications.
- Active Listening: listening to and understanding information and ideas presented through spoken words and sentences: oral comprehension, and asking questions as appropriate.
- Written and Oral Expression: Communicating information and ideas in writing, as well as through speech, so others will understand.
- Cooperation: Establishing and maintaining positive working relationships with those contacted in the course of work.
- Information Organization: Finding ways to structure or classify multiple pieces of information.
- Interactive Presentation: Effectively presenting information to groups and responding to questions.
- Reporting: Researching, analyzing, and compiling data and preparing concise documents.
- Maintaining Current Knowledge: Reading, analyzing, and interpreting general business periodicals, professional journals, technical procedures, or governmental regulations.
- Researching: Conducting research including design and measurement, sampling and survey, and data handling by the use of computers.
- Planning: Sensing the environment and setting goals and objectives.
- Program Assessment: Evaluating current / potential programs for effectiveness and efficiency.

- **Complex Problem Solving:** Identifying problems and reviewing related information to develop and evaluate options and implement solutions.
- **Critical Thinking:** Using logic and analysis to identify the strengths and weaknesses of different approaches.
- **Social Perceptiveness:** Being aware of the reactions of others and understanding why they react the way they do.
- **Teaching:** Conveying new concepts and confirming comprehension by listener.
- **Supervision:** Motivating, developing, and directing people as they work.
- **Speech Recognition:** Identifying and understanding the speech of another person.
- **Time Management:** Managing time wisely to complete assignments on time.

## **GUIDANCE RECEIVED**

### **Priorities and Policies**

Organizational priorities and policies, along with professional standards and best practices, guide decisions and direction or advice given to others. Typically makes recommendations to superiors after considering various alternatives. Proactively addresses needed changes to policies, methods and procedures and obtains approval.

## **CONTACTS**

Internally, this position interacts with city employees from all departments and at all levels of the organization. Externally, it engages with citizens and applicants, other municipalities, outside agencies, and vendors.

## **EQUIPMENT AND PROPERTY**

This position utilizes a computer, other general office equipment, and a Scantron Optical Mark Reader.

## **PHYSICAL DEMANDS**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.\*

The employee is constantly required to listen, see, sit, and stand. Frequently, s/he is required to grasp and reach. Occasionally, s/he is required to drive a vehicle and lift up to 25 pounds.

## **WORK ENVIRONMENT**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.\*

The noise level in the work environment usually is Low.

\* Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

**Note:** A class specification is a general listing of duties, responsibilities, knowledge, skills, and abilities required of an incumbent assigned to a particular class of work. There may be one or multiple positions assigned to a single classification; therefore, the class specification lists those work attributes that are common to every incumbent in the class.