

Job Title:

- **Talent Management Consultant (Job ID #56589)**
- **Specialist (Recruiter) (Job ID #56588)**

Location: Geisinger CenterPoint, Pittston, PA or within Geisinger footprint**Department: Human Resources Talent Acquisition****Work Schedule: Days****Work Type Full Time****Job Summary:**

The Talent Management Consultant (TMC) is accountable for supporting Geisinger's talent management programs related to talent identification, attraction, acquisition, selection, joining and retention of defined hard-to-fill positions. The TMC is also a critical key member in terms of achieving system/regulatory compliance objectives and quality of hire/retention goals. S/he will play a strong role in executing the defined talent management programs and strategies throughout departments, entities and service lines across Geisinger. S/he must be a relationship builder with the ability to strengthen the current talent management strategy by working closely with hiring managers to support Primary Care Physician growth and meet the current and future talent needs. S/he will be an analytical problem-solver, digging into the current systems and uncovering inefficiencies to improve while bringing fresh new ideas for process improvements as well as creative ways to engage with internal and external customers.

Competencies and Skills:

Demonstrates expertise on the Geisinger talent brand (Employee Value Proposition) and how it relates to the consumer brand; develops active and passive strategies for specific roles, regions and platforms.

Demonstrates a comprehensive understanding of all applicable laws and regulations and the ability to screen qualified applicants based on minimum and preferred qualifications.

Demonstrates proven computer skills and abilities, including proficiency in MS Office suite and web-based platforms (HRIS and ATS).

Demonstrates a comprehensive understanding of the Geisinger relocation process and policy.

Demonstrates a comprehensive ability to utilize new technology to locate candidate profiles in resume databases and other search engines.

Consultative style

Demonstrates ability to present information in formal and informal settings

Proven relationship-builder

Proactive and solutions-oriented

Learning agile, able to adapt quickly

Responsive and service-oriented

Collaborative, energized by the open exchange of ideas

Appropriate sense of urgency

Demonstrates ability to prioritize and ability to multitask

Demonstrates knowledge of developing and implementing talent strategies and programs

Education and or Experience for Consultant:

Bachelor's degree in Human Resources, Organization Development, Business or related field required. Minimum of five years recruiting for hard-to-fill roles (for example executive, physician, AP, RN, Allied Health, IT, etc.) required.

Recruitment experience in healthcare setting preferred.

Certification in HR or Talent-related specialty from an approved organization (SHRM, HCI, NAHCR, HRCI, AAMM, ASPR, AIRS, etc.) preferred

Education and or Experience for Specialist:

Bachelor's degree in Human Resources, Organization Development, Business or related field required. Minimum of three years of recruitment or staffing experience required.

Recruitment experience in healthcare setting preferred.

Certification in HR or Talent-related specialty from an approved organization (SHRM, HCI, NAHCR, HRCI, AAMM, ASPR, AIRS, etc.) preferred

Working Conditions/Physical Demands:

Work is typically performed in an office environment. Independent travel to the sites throughout the system and surrounding communities may be required. Must be available to work flexible hours. Use of personal vehicle required.

For more information, please contact dagallagher@geisinger.edu and to apply: www.geisinger.org/careers