

NURSE RECRUITER SENIOR (Work From Home)

Location:

Work from home (Pennsylvania)

Shift:

Days (United States of America)

Scheduled Weekly Hours:

40

Worker Type:

Regular

Exemption Status:

Yes

Job Summary:

Leads the talent management programs related to talent identification, attraction, acquisition, selection, joining and retention of defined hard-to-fill positions. Plays a key role in achieving system/regulatory compliance objectives and quality of hire/retention goals. Plays a strong role in executing the defined talent management programs and strategies throughout departments, entities and service lines. Acts as a leader in building relationships with the ability to strengthen the current talent management strategy by working closely with hiring managers to meet the current and future talent needs. Examines current systems and uncovers inefficiencies to improve while bringing fresh new ideas for process improvements as well as creative ways to engage with internal and external customers.

Job Duties:

- Fosters relationships with assigned clients and HR partners to lead strategic workforce plans (SWP) for hard-to-recruit positions which are closely aligned to the business strategy and anticipates labor and skill shortages in the future.
- Utilizes analytics, data and metrics to analyze different workforce trends and scenarios; performs gap analysis to reconcile the differences between the current and future state needs and develops a detailed action plan to accomplish the initiatives required by the strategic workforce plan including modifications if conditions change.
- Educates clients about policies, practices, and procedures to ensure that all qualified applicants and employees receive an equal opportunity for recruitment, selection, advancement, and every other aspect of their employment.
- Identifies the needs of the organization through development of formal frameworks and career pathways in partnership with local, regional and national educational institutions, as well as internal training and certification programs.
- Educates/collaborates with hiring managers to promote relationships at target universities and develop pipelines through programs such as internships, externships, residency, fellowship, etc.
- Assesses the competition and implements measurable (key metrics) talent attraction strategies and programs.

- Sources talent using a variety of creative solutions including Search Engine Optimization (SEO), Search Engine Marketing (SEM), social media channels, job boards, journals, professional associations, networking, conferences, online groups and other talent communities.
- Collaborates with Hiring Manager to conduct intake session including a review of the approved job description, identify the core competencies desired, the most important 2-3 preferred requirements of a top candidate, team environment and unique aspects of the opportunity (employee value proposition).
- Develops job postings which will market the position to targeted audience.
- Conducts behavioral-based interviews and provides hiring manager with resources and education/training related to interviewing and selection.
- Calculates and recommends starting rates/compensation for internal and external candidates by reviewing qualifications, experience, salary/grade, internal equity and other market conditions.
- Presents verbal and written offers to candidate as a Total Rewards package and negotiates with candidate in partnership with hiring manager to obtain acceptance and closures.
- Collaborates with the hiring manager and other members of the GHS talent team to create and implement standard work which delivers an exceptional visit experience for the candidate and their family (when applicable).
- Creates and implements standard work which delivers a well-coordinated and synchronized on-boarding experience.
- Serves as the lead subject matter expert in recruitment strategies and serves as a mentor to other members of the team.

Work is typically performed in an office environment. Travel may be required. Accountable for satisfying all job specific obligations and complying with all organization policies and procedures. The specific statements in this profile are not intended to be all-inclusive. They represent typical elements considered necessary to successfully perform the job. Additional competencies and skills outlined in any department-specific orientation will be considered essential to the performance of the job related to that position.

Position Details:

Flexible exempt position.

Must be commutable for on-site business needs and recruitment events as required.

Nursing recruitment experience preferred.

Education:

Bachelor's Degree- (Required)

Experience:

Minimum of 5 years-Related work experience (Required)

OUR PURPOSE & VALUES: Everything we do is about caring for our patients, our members, our students, our Geisinger family and our communities.

- **KINDNESS:** We strive to treat everyone as we would hope to be treated ourselves.
- **EXCELLENCE:** We treasure colleagues who humbly strive for excellence.
- **LEARNING:** We share our knowledge with the best and brightest to better prepare the caregivers for tomorrow.
- **INNOVATION:** We constantly seek new and better ways to care for our patients, our members, our community, and the nation.

- **SAFETY:** We provide a safe environment for our patients and members and the Geisinger family.

We offer healthcare benefits for full time and part time positions from day one, including vision, dental and domestic partners. Perhaps just as important, we encourage an atmosphere of collaboration, cooperation and collegiality.

*Does not qualify for J-1 waiver. We are an Affirmative Action, Equal Opportunity Employer. Women and Minorities are Encouraged to Apply. All qualified applicants will receive consideration for employment and will not be discriminated against on the basis of disability or their protected veteran status.