

Position Title: Director of Recruiting

Location: Atlanta, GA (Onsite)

Department: Recruitment

Company Overview: TRC Talent Solutions is a leading Talent Acquisition and Workforce Management company dedicated to providing exceptional staffing solutions to our clients. We pride ourselves on delivering high-quality recruitment services and fostering long-term relationships with our clients and candidates.

Position Summary: The Director of Recruiting will be responsible for leading and managing a team of approximately 10 recruiters. This role requires a Subject Matter Expert (SME) in professional recruiting, who can effectively collaborate with other departments, understand the operational components of TRC Talent Solutions, and interact with clients. The ideal candidate will have a strong teaching mindset, be capable of managing a P&L, and make personnel decisions to drive the success of the recruitment team.

Key Responsibilities:

- **Leadership and Management:**
 - Lead, mentor, and manage a team of approximately 10 recruiters, providing guidance and support to achieve recruitment goals.
 - Develop and implement recruitment strategies to attract top talent for various professional roles.
 - Set performance expectations, conduct regular performance reviews, and provide constructive feedback to team members.
- **Subject Matter Expertise:**
 - Serve as a Subject Matter Expert (SME) in professional recruiting, staying updated with industry trends, best practices, and emerging technologies.
 - Provide training and development to the recruitment team to enhance their skills and knowledge.
- **Collaboration:**
 - Work collaboratively with other departments, including Client Facing Teams, to ensure alignment and seamless execution of recruitment processes.
 - Foster strong relationships with internal stakeholders to understand their hiring needs and deliver tailored recruitment solutions.
- **Operational Understanding:**
 - Possess a comprehensive understanding of the operational components of TRC Talent Solutions to effectively lead the recruitment function.
 - Ensure compliance with company policies, procedures, and industry regulations.
- **Client Interaction:**
 - Interact with clients to understand their staffing requirements, provide regular updates, and ensure high levels of client satisfaction.

- Develop and maintain strong client relationships, acting as a trusted advisor on recruitment matters.
- **P&L Management:**
 - Manage the recruitment department's P&L, ensuring budget adherence and cost-effectiveness.
 - Analyze financial performance, identify areas for improvement, and implement strategies to achieve financial targets.
- **Personnel Decisions:**
 - Make personnel decisions, including hiring, training, development, and, when necessary, disciplinary actions, to build and maintain a high-performing recruitment team.
 - Promote a positive work environment that encourages teamwork, professional growth, and employee retention.

Qualifications:

- Bachelor's degree in Human Resources, Business Administration, or a related field. Advanced degree preferred.
- Proven experience as a Recruiting Manager or Director of Recruiting, leading a team in a professional recruiting environment.
- Strong knowledge of recruitment best practices, industry trends, and emerging technologies.
- Excellent leadership, mentoring, and team-building skills.
- Ability to work collaboratively with cross-functional teams and build strong internal and external relationships.
- Exceptional communication, negotiation, and interpersonal skills.
- Experience in managing a P&L and making data-driven financial decisions.
- Strong problem-solving skills and the ability to think strategically.
- Ability to work in a fast-paced, dynamic environment and adapt to changing priorities.

Benefits:

- Competitive salary and performance-based incentives
- Comprehensive health, dental, and vision insurance plans
- Retirement savings plan with company match
- Professional development opportunities
- Paid time off and holidays
- Collaborative and supportive work environment