

Police Staff
Talent Acquisition Manager
People Services
Role Definition:WP105 / 20500

ROLE DEFINITION

Dept / Area Command:	People Services	Section:	People Acquisition
Post Title:	Talent Acquisition Manager	Post Reference:	WP105 / 20500
Post Grade:	Grade K	Location:	Forth Banks
Car User Status:		Telephone Allowance:	
Shift Allowance:		Standby Allowance:	
Weekend Enhancement:		Contractual Overtime:	
Line Manager:	People Acquisition Lead		
Staff Responsibilities:	Allocated subordinate staff and trainees		
Purpose:	Lead and develop a professional service to attract, select and on-board a more diverse and capable workforce with a range of skills, knowledge and backgrounds through sourcing internal and external talent to meet dynamic business needs.		

Key Responsibilities:-

1. **Lead and develop the talent acquisition function to provide a professional service to the organisation, ensuring talent and resources are available to meet dynamic business needs.**
2. **Build and implement an effective and efficient internal and external talent acquisition service by embracing new recruitment methodology and future thinking to modernise talent acquisition, onboarding and induction processes for candidates whilst placing employee experience and value at the forefront of the service.**
3. **Embed internal career pathways and succession planning through the identification and sourcing of candidates for roles and actively create an internal talent pipeline to increase mobility in the organisation.**
4. **Lead on the creation and implementation of an effective and strong recruitment brand positioning Northumbria Police as an employer of choice and enhance interest in policing as a career.**
5. **Influence and inform the development of performance indicators to evaluate gaps and trends to help influence future talent acquisition strategy for officers, staff and volunteers.**

- 6. Lead, develop and implement current and evolving entry routes into the Force in line with modern police recruitment methods, including the development of proactive recruitment strategies for promotion, graduate, apprenticeship and work experience schemes.**
 - 7. Develop and apply strategies to make the workforce representative of the communities it serves.**
 - 8. Build strong working relationships and networks with key internal and external stakeholders to deliver successful and fulfilling recruitment, promotion and succession planning for officers, staff and volunteers.**
 - 9. Monitor and identify barriers to talent acquisition and inform strategies to address these from both the talent acquisition and organisational design perspective.**
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- 10. Provide leadership and direction to the Talent Acquisition team including recruitment, appraisal, development and performance of staff, ensuring they have the skills, knowledge, behaviours and experience to be productive in their role and reach their full potential.**

The postholder may be required to undertake such other responsibilities as are reasonably commensurate with the grade of the post.