



CRUMDALE
— PARTNERS —

Head of Talent Acquisition

Workplace type: On-Site

Job type: Full-time

About Crumdale Partners:

Crumdale Partners is a diversified insurance firm providing custom, self-funded healthcare solutions to a limited distribution network of brokers, consultants, and agents nationwide. Ranked on the Inc. 5000 Fastest Growing Companies and Best Workplaces, we leverage industry expertise, superior talent, data analytics, and a disruptive mindset to manufacture, underwrite, and administer agile, transparent, and cost-saving solutions. We optimize the fragmented health benefits supply chain to reduce health benefit costs and create better outcomes for employers and employees.

At Crumdale, people come first. We strive to make a positive impact on the people we serve. We believe this starts with the passion and purpose of our team. Our company culture is rooted in alignment, innovation, and integrity.

About the Job:

We are looking for a Head of Talent Acquisition to help tell Crumdale's story and engage top talent. This role will lead the development and execution of talent acquisition strategies across the United States; ultimately you will help us grow our teams with exceptional, qualified employees and achieve our business goals by meeting the talent demands of the organization.

Reporting to the office of the CEO, the Head of Talent Acquisition will provide strategic direction and staffing expertise with responsibilities that include managing our internal job board and business unit priority hires, establishing rigor and governance in recruitment and hiring practices, developing new and maintaining existing relationships with external recruiters, executing recruiting and onboarding goals as set forth by organizational leadership.

We are not looking for a "post and pray" talent acquisition strategy; we are seeking a true hunter who is hungry to find the best talent. If you have previous experience in a senior recruiting position and know how to build a strong employer brand, we would like to meet you.

Duties & Responsibilities:

- Develop a strategic vision for talent acquisition; oversee and manage the end-to-end talent acquisition process and candidate experience
- Design and implement an effective recruiting structure aligned with organizational goals
- Prepare and review an annual recruitment budget based on current needs and future business growth expectations



CRUMDALE
— PARTNERS —

- Set a vision around candidate and hiring manager experiences to ensure the effective sourcing and retention of talent. Ensure practices are up to date and work with benchmarking organizations as well as other networking organizations to stay abreast of trends
- Provide training and resources around interviewing techniques and best practices to all hiring managers
- Position Crumdale as a great place to work and design and execute branding strategy with marketing team
- Build talent pipelines for current and future job openings and develop a network of potential future hires (e.g., past applicants and referred candidates)
- Identify and lead efforts to acquire and implement the necessary talent acquisition technologies and other solutions to support our strategic and workforce plans
- Drive operational and process efficiency as well as continuous improvement through workflow automation, AI, and metrics
- Identify, measure, track, and improve key business metrics (Glassdoor ratings, Indeed ratings, source of hire, time to fill, employee referral bonus program, external recruiter costs, etc.)
- Producing regular reports on talent needs, new hires, onboarding stages, turnover rates, internal promotions, and other key business metrics
- Identify opportunities to increase the diversity of the candidate pool by partnering with internal and external organizations that support the company's diversity, equity, and inclusion efforts

Qualifications & Skills:

- Bachelor's degree (required)
- Master's degree in human resources, industrial psychology, or business management (preferred)
- 7+ years' experience in talent acquisition/recruiting; 3+ years' experience as talent acquisition manager or head of talent
- Demonstrable experience managing full-cycle recruiting and employer branding initiatives in fast-paced and complex high growth organizations
- Experience in developing effective candidate, hiring manager, and new hire experiences
- Experience developing and implementing KPIs for talent acquisition processes
- Excellent verbal and written communication skills with ability to foster long-term relationships with internal teams, external partners, and candidates
- Real passion for creative sourcing and recruitment techniques with a focus on providing a white-glove experience to internal teams, external partners, and candidates
- Ability to have difficult conversations around critical topics including compensation expectations and immigration law & policy
- Research mentality with strong business acuity, and the ability to ramp quickly on market trends and articulate insights
- Rigorous and studious work ethic, with proven ability to go above and beyond to find the best solution
- Creative thinking and knowing that there is more than one way to tackle recruiting



CRUMDALE
— PARTNERS —

- challenges
- Hands-on experience and proficiency with applicant tracking systems, HR databases, Microsoft Office suite, LinkedIn Recruiter, and other like systems and platforms

Compensation: In addition to base salary, this position is eligible for an annual bonus

Benefits:

- Medical insurance
- Vision insurance
- Dental insurance
- 401(k)
- Disability insurance