

HUMAN RESOURCES RECRUITING DIRECTOR
DEPARTMENT OF HUMAN RESOURCES (DOHR)

Overview

The Human Resources Recruiting Director is responsible for working closely with executive leaders to develop enterprise wide recruiting strategies and to provide oversight for the Department of Human Resources Recruiting Center. The Recruiting Director is responsible for the strategic planning, sourcing and management of the state's recruiting efforts. The Recruiting Director works directly with the DOHR Centers of Expertise and with agency Human Resources and Talent Management Business Partners to assist in sourcing candidates for executive positions, hard to fill classifications and high turnover cases.

Work Activities

- Leads enterprise-wide recruiting efforts and strategies
- Partners with the DOHR Leadership team and Executive team to strategically meet customer needs through the recruiting process
- Partners with Strategic Learning Solutions (SLS) and the Agency Resource Center to streamline job announcements, create job descriptions and assist with competency and behavioral based interviewing
- Leads the team responsible for all statewide recruiting including job fairs, job boards, candidate review and sourcing
- Leads team in the development of metrics including time to hire, turnover, time to recruit, etc.
- Partners with colleges, universities, community organizations and professional organizations to market the State of Tennessee as an employer of choice

Qualifications

- Bachelor's Degree in Business, Human Resources, Marketing, Communications or related field required; Master's Degree in related field preferred
- A minimum of five years of progressive recruiting experience
- Excellent interpersonal and customer service skills with the ability to interact well with individuals at varying levels of management

Please send resumes to Stephanie Penney at Stephanie.Penney@tn.gov