



PRINCIPAL TALENT ACQUISITION PROGRAM MANAGER

Location: Greater Seattle Area, WA. Onsite and Remote

Some travel may be required.

Job Type: Exempt

ABOUT US

The Jule Group is a leading talent Acquisition Consulting firm currently serving the Greater Seattle area. We provide strategic hiring solutions to a diverse range of industries. Guided by our core values of judiciousness, unwavering commitment, lucidity, and empathy, we strive to develop and implement hiring solutions for forward-thinking companies, driving mutual success and growth.

The Jule Group is seeking an experienced Principal- Talent Acquisition Program Manager to join our dynamic team in the Greater Seattle Area. The ideal candidate will have 10+ years of proven experience in talent acquisition across multiple industries, demonstrating a strong ability to source, assess, attract, and influence top talent.

WHAT YOU'LL DO

Strategic Talent Acquisition Leadership: Develop and execute comprehensive talent acquisition strategies across various Greater Puget Sound/Seattle organizations. Utilize industry knowledge and expertise to identify key talent acquisition opportunities and challenges, driving impactful solutions aligned with organizational goals and objectives.

Business Development and Lead Generation: Proactively engage in lead generation activities to identify potential clients and opportunities for business growth. This includes direct outreach via email, phone calls, social media, speaking engagements, and content creation to enhance brand visibility and attract top talent.

Client Collaboration and Recruitment Planning: Collaborate with client C-Suite and Leadership stakeholders to understand hiring needs and develop tailored recruitment plans. Conduct thorough assessments to ensure alignment with organizational objectives and values, providing strategic guidance and recommendations throughout the recruitment process.



Candidate Sourcing and Assessment: Utilize a variety of sourcing techniques to identify and attract top talent, including but not limited to networking, social media, job boards, and referrals. Conduct comprehensive candidate assessments, including interviews, reference checks, and skills evaluations, ensuring a thorough understanding of candidate capabilities and fit for client roles.

End-to-End Recruitment Management: Manage the end-to-end recruitment process on behalf of clients, from candidate sourcing and screening to offer negotiation and onboarding. Provide timely communication and updates to candidates and clients, ensuring a seamless and positive experience for all parties involved.

Client Training and Empowerment: Assist in training the client's internal staff on strategic hiring philosophies and best practices. Serve as a mentor and coach, empowering teams to become strategic thinkers and achieve sustainable results in talent acquisition long after engagement completion.

Industry Knowledge and Compliance: Stay updated on industry trends, best practices, and legal requirements related to talent acquisition. Ensure compliance with relevant laws and regulations, providing guidance and recommendations to clients to mitigate risks and drive effective recruitment efforts.

Customer Relationship Management: Provide exceptional customer service, fostering long-term relationships built on trust, results, and professionalism. Serve as a trusted advisor to clients, demonstrating a deep understanding of their needs and objectives while delivering high-quality recruitment solutions.

Collaboration and Team Engagement: Collaborate effectively with internal teams and stakeholders, fostering a culture of collaboration, innovation, and accountability. Contribute to team initiatives and projects, sharing insights and best practices to drive continuous improvement and excellence in talent acquisition services.

Flexibility and Adaptability: Adapt to evolving client needs and priorities, demonstrating flexibility and agility. Embrace change and proactively seek opportunities for innovation and improvement, ensuring the delivery of high-quality recruitment solutions that exceed client expectations.

Social media marketing: Employ techniques to enhance The Jule Group's brand visibility and attract top talent, including contributing to content creation for the company's five marketing pillars. These pillars change as the business evolves and how the marketing strategy succeeds.

REQUIREMENTS

Bachelor's degree from an accredited university or higher in Psychology, Human Resources, Organizational Development, Organizational Leadership, Journalism, Marketing/Advertising, Business Administration, or a related field.

The Jule Group is dedicated to fostering an inclusive environment. We firmly uphold our commitment as an Equal Opportunity Employer, ensuring that discrimination based on age, disability, sex, race, religion or belief, gender identity, marital/civil partnership status, pregnancy/maternity, or sexual orientation is strictly prohibited.

As an organization, we actively promote equality of opportunity, valuing talent, skills, and potential above all else. We welcome applications from a diverse range of candidates and base selection for roles solely on individual merit.



10+ years of experience in talent acquisition, with a proven track record of success across multiple industries. Combined agency and corporate recruitment experience is highly preferred.

Strong commitment to diversity, equity, and inclusion, with a demonstrated understanding of the importance of representation and belonging in the workplace.

Passion for leadership development and a commitment to continuous self-reflection, fostering personal and professional growth.

Strong understanding of recruitment techniques, including sourcing strategies, candidate assessment methods, and employer branding.

Experience in technology assessment, selection, and implementation within talent acquisition processes.

Advanced emotional intelligence, with the ability to empathize, communicate effectively, and build strong relationships with team members, clients, and candidates. Operates with a high level of professionalism, integrity, and confidentiality.

Demonstrated experience in mentorship or leadership roles, with a track record of guiding and developing team members to achieve their full potential. Proven ability to inspire and motivate others, fostering a culture of collaboration, innovation, and accountability.

Demonstrated ability to develop and implement comprehensive talent acquisition strategies aligned with organizational objectives.

Proven track record of coaching and developing team members, focusing on driving performance and professional growth.

Excellent communication and interpersonal skills, with the ability to engage effectively with stakeholders at all levels.

Proficiency in social media platforms and digital marketing tools for talent acquisition purposes.

Embodies a high level of conflict competence, values differences of opinion, and respectfully challenges ideas in efforts to expand the quality of service and products we provide. We don't agree to disagree. Instead, we continue to bring ideas forth until a decision is finalized.

Must reside in the Greater Seattle Area and be comfortable with in-office work at the client site unless otherwise agreed upon.

Proven ability to adapt to diverse organizational cultures and recruitment models, demonstrating flexibility and agility.

Familiarity with industry-specific recruitment platforms, tools, and methodologies, enhancing effectiveness in both agency and corporate settings.



Strong network within the talent acquisition community, including relationships with industry peers and professional associations. Track record of successfully managing client relationships and exceeding agency and corporate recruitment expectations.

Ability to leverage insights from agency and corporate recruitment experiences to drive innovation and best practices in talent acquisition strategies.

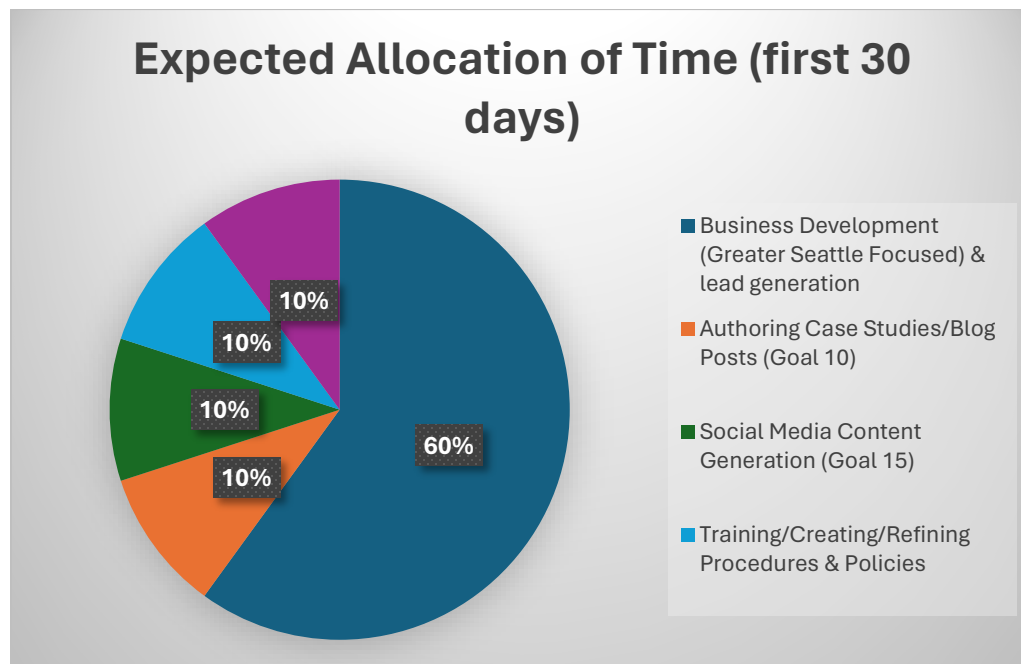
PREFERRED QUALIFICATIONS

SHRM Certified or Professional Human Resources Certified.

Preference for candidates with experience in both recruiting agency and corporate recruiting environments.

Demonstrated experience in mentorship or leadership roles, with a track record of guiding and developing team members to achieve their full potential.

Preference for candidates who actively seek opportunities for self-improvement and development, leveraging feedback and insights to enhance their leadership effectiveness.



(Note: This is not an exhaustive list of duties and responsibilities. Other duties may be assigned as needed.)

The Jule Group is dedicated to fostering an inclusive environment. We firmly uphold our commitment as an Equal Opportunity Employer, ensuring that discrimination based on age, disability, sex, race, religion or belief, gender identity, marital/civil partnership status, pregnancy/maternity, or sexual orientation is strictly prohibited.

As an organization, we actively promote equality of opportunity, valuing talent, skills, and potential above all else. We welcome applications from a diverse range of candidates and base selection for roles solely on individual merit.



COMPENSATION & BENEFITS:

- Salary Range \$130-180K DOE
- Medical, dental, vision, and 401K are offered for employees and qualified dependents.
- Three weeks PTO to start.
- Flexible hybrid work schedule based on client work hours and engagement demands.
- Work you feel engaged, energized, and eager to do!

IF SELECTED FOR HIRE:

- All candidates must pass local, state, and federal background checks upon offer.
- The Jule Group is a drug-free employer. All candidates must pass drug screens upon offer.
- All candidates must provide a minimum of three professional references from the most recent two employers.
- All candidates must provide acceptable I-9 Verification to work in the United States. We do not sponsor any visa candidates.
- All offers are contingent upon successfully passing these requirements.

The Jule Group is dedicated to fostering an inclusive environment. We firmly uphold our commitment as an Equal Opportunity Employer, ensuring that discrimination based on age, disability, sex, race, religion or belief, gender identity, marital/civil partnership status, pregnancy/maternity, or sexual orientation is strictly prohibited.

As an organization, we actively promote equality of opportunity, valuing talent, skills, and potential above all else. We welcome applications from a diverse range of candidates and base selection for roles solely on individual merit.