

## LEAD TA (TALENT ACQUISITION)

Leading global Software Services Company with 17k+ employees and annual turnover of US\$1b is looking to recruit a Lead TA with 8+ years of experience with a proven track record to take responsibility of the end-to-end TA process for the companies fast growing Colombo development center.

Please forward your CV to: [info@softwarejobs.lk](mailto:info@softwarejobs.lk)

### Responsibilities

- Responsible for managing a team of recruiters and their deliverables
- Develop talent strategies to identify, attract, and recruit top talent through a variety of avenues, using industry best practices
- Responsible for getting things done from the Recruitment team and their committed deliverables/timelines(Target Dates, TAT, Being in touch with candidates until onboarding).
- Priorities, organize and increase capacity and resources to achieve hiring at scale
- Analyze the recruitment-related data/process to make recommendations on any improvements that need to be made to the processes
- Responsible for managing Open positions and candidate databases/pipeline
- Deliver insightful content with market research, talent mapping, and competitive intelligence to meet the current and future talent needs of the company
- Responsible for working with External Recruitment Agencies and ensuring the agreed recruitment commitments are met.
- Responsible for the whole cycle of recruitment drives, campaigns and walk-ins
- Monitors external talent pipeline and trends (e. g., competition, costs, productivity, and retention).

### Requirement

- A minimum of 8 years of related experience in a TA role.
- Highly organized, operationally astute and data-oriented
- Influential written and verbal communication
- Ability to handle pressure
- Understand KPIs and strive to meet and exceed Weekly, Monthly and Quarterly Goals.
- An advocate for our employer value proposition across hiring channels, championing our culture of happiness to attract best in market talent
- A profound knowledge of implementing and using digital TA tools.

### What's on offer

- Opportunity to work in a dynamic work environment with significant opportunity for career growth and development
- Competitive Salary and benefits on offer
- Range of health cover benefits – OPD/Hospitalization insurance/Life Insurance

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