Talent Acquisition Lead - Diversity

Requisition ID: 68093
Position: Full-Time Regular
Open date: Jun 13, 2011 7:59:00 PM
Functional area: Human Resources
Location: Philadelphia, Pennsylvania
Research Triangle Park, North Carolina
Job Posting Grade: 6
Salary low: 0
Salary high: 0
Required degrees: Bachelor's Level Degree
Relocation: Not Indicated
Eligible for employee referral bonus: Yes
Employee referral bonus currency:
Employee referral bonus amount:

Basic qualifications:
Bachelor’s degree with 5 years of diversity recruitment experience and diversity & inclusion relations.

Preferred qualifications:
• MBA
• Proven results in sourcing strategies to attract and hire diverse talent.
• Proven success in developing strong relationships with diversity oriented external organizations, colleges and universities, as well as, with internal key stakeholders.
• Demonstrated ability to build respect and credibility so as to inspire confidence at all levels of the organization.
• A basic knowledge and understanding of HR, Employment and Labor Law.

Details:
This position is responsible for the development and execution of short and long range diversity recruiting strategy to support talent needs for external hires, internal movement and sourcing pipeline talent. The successful candidate will:
• Engage in sourcing for diverse talent by identifying resources, networks, organizations that can create pipelines to diverse talent within various lines of business (R&D, Commercial, Manufacturing, Support Functions, etc).
• Develop strategies for the external diversity outreach that will support our workforce/talent strategies.
• Develop relationships and form partnerships with national and local organizations, defining outreach strategies, and identifying opportunities for cross organizational engagement, coordinating GSK’s presence and branding at various outreach and partnership events.
• Educate and increase awareness of the recruitment staff and Talent Acquisition Leads on inclusion and diversity; focusing not only on sourcing for diverse talent, but also sourcing for inclusion.
• Develop very strong partnerships with internal stakeholders, including Equality & Inclusion Centre of Excellence, HR Business Leads, HR Service Center, line hiring managers, etc.
• Interfaces and influences at all levels of management including executive level.
• Must operate effectively across a dynamic, complex matrix, with strategic partners (e.g. Global Talent Centre of Excellence, Equality & Inclusion Centre of Excellence, HR Business Leads, external vendors, etc.).
• Must operate with a cross-business and cross-function perspective.

Recruiter: Kimberlee Ann Spores
Hiring manager: Cynthia Alisesky

GlaxoSmithKline is an equal opportunity employer, M/F/D/V - and we are proudly committed to diversity in our workforce.