

# Senior Manager, Talent Acquisition and Resourcing (Shore)

<b>Role Description:</b>					
Leading the Talent Acquisition and Resourcing Team for Carnival UK’s shoreside operation, focusing on the planning and delivery of talent attraction strategies, resourcing solutions and best practice inclusive selection processes					
<b>RUI:</b>	1484	<b>Grade:</b>	CUK Level 06	<b>Criminal Record check required:</b>	Not Applicable <small><a href="#">Criminal Record Check Requirement Criteria &amp; Assessment</a></small>
<b>Directorate:</b>	Future Readiness	<b>Reports to:</b>		Director, People Operations (Shore)	
<b>Function:</b>	People	<b>Team:</b>		People Operations (Shore)	
<b>Direct reports:</b>	<b>Job Titles &amp; Level</b> 2 x Senior Consultants, Talent Acquisition 4 x Consultants, Resourcing				
<b>Accountabilities</b>					
Working with internal and external stakeholders and partners to plan and deliver an agile and dynamic Talent Acquisition and Resourcing Strategy that supplies Carnival UK with the best possible talent to deliver current and future needs. Inspiring the team and those around you to optimise our brand, organisational culture, and values to reach a broad and diverse labour market, ensuring great talent fit with business needs.  Governance – establish clear ways of working and service delivery levels, maintaining performance levels within the team  Stakeholder Management – Working with SLT’s and SPD’s to create workforce plans and talent attraction strategies that meet business requirements  Partnerships – leverage professional network to identify best in class practice, and adopt as appropriate for CUK					

<p><b>Proven Behaviors:</b></p> <p><b>Speaks up</b> - Speaks out about concerns, shares ideas and encourages team to do the same</p> <p><b>Respects &amp; protects</b> - Builds relationships and inclusive teams. Safeguards the wellbeing and safety of others. Looks for more efficient and sustainable solutions that protect the environment</p> <p><b>Improves</b> - Promotes collaboration and compliance, drives for continuous improvement</p> <p><b>Communicates</b> - Talks openly about values and priorities and acts a role model for others</p> <p><b>Listens &amp; Learns</b> - Is curious and learns from other opinions and feedback</p> <p><b>Empowers</b> - Coaches others and creates an environment where people do their best work</p>
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<p><b>Health, Environment, Safety, Security (HESS) Responsibilities:</b></p> <ul style="list-style-type: none"> <li>• Lead by example by ‘respecting and protecting’ the health and safety of yourself and others</li> <li>• Ensure your team and colleagues speak up report all accidents, ‘near miss’ incidents and work related ill health conditions</li> <li>• Help your team follow HESS rules and procedures by promoting the HESS Golden Rules</li> <li>• Attend HESS training &amp; conduct risk assessments where required</li> <li>• Demonstrate HESS leadership in accordance with our Heroes of Safe &amp; Well programme</li> </ul>
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**General Responsibilities**

- Adheres to Corporate Policies and Procedures, including Code of Conduct, Audit Procedures and any control related responsibility for financial data entered, stored, or reported via business systems within employee's control (list not exhaustive).
- Undertakes ad hoc duties as required.

**Scope:**

Carnival UK Shoreside Operation, largely based in Carnival House, Southampton along with sister brands located in the UK. Carnival Corporate Shipbuilding operation based in the UK and overseas

**Problem solving:**

Complex analysis of internal recruitment and retention data and employment market trends, interpreting same to inform talent acquisition and resourcing strategies and plans

**Impact:**

Subject Matter Expert (SME) in the field of Talent Acquisition and Resourcing, determining, and recommending appropriate strategies and plans. Thought leadership on talent acquisition solutions, bringing the outside in to ensure we are considering all angles and options

**Leadership:**

Manages a team of 6 Consultants (including 2 x Senior), managing workload and task, encouraging innovation and creativity. Responsible for recommending agency spend and providing direction on advertising and job boards, selection tools and techniques and ensuring there is a strong focus on inclusion throughout all interactions and media, upholding our culture essentials

**Knowledge, Experience and Qualifications required:****Qualifications – essential:**

N/A

**Knowledge/ Experience – essential:**

- Prior experience of leading a team of Talent Acquisition / Resourcing specialists
- Prior experiences of devising and implementing Talent Acquisition and Resourcing Strategies
- Experienced in managing a diverse set of internal stakeholders
- Experience in working with external providers and domain experts
- Experience of designing and leading selection and assessment centers
- Experience of leading recruitment events both face to face and using digital media

**Qualifications – desirable:**

- CIPD Level 5 or equivalent
- Relevant psychometric assessment tools
- Degree in a relevant subject

**Knowledge/ Experience – desirable:**

- Prior experience of working in the Travel and Leisure Industry
- Oracle Recruitment Cloud / other Applicant Tracking Systems and leveraging technology to best advantage
- Managing in a hybrid environment

**Issue Date:**

Aug,2022

**Issued by:**

Paul Wiggins, Director, Shore People Operations

**REWARD ONLY**

**Grade:** CUK Level o6

**RUI:** 1484

**Date Approved:** 15/08/2022

**Initials:** EH