

## Senior Consultant, Talent Acquisition & Resourcing

### Role Description:

Working closely with the Senior Manager/Manager, devise innovative Talent Acquisition plans that supports identified areas of the business with a supply of available talent to deliver both current and future needs.

RUI:	1487	Grade:	CUK Level o8	Criminal Record check required:	Not Applicable <a href="#">Criminal Record Check Requirement Criteria &amp; Assessment</a>
Directorate:	Future Readiness	Reports to:		Senior Manager/Manager, Talent Acquisition	
Function:	People	Team:		People Operations (Shore)	
Direct reports:	Job Titles & Level Task management of up to 4 Resourcing Consultants				

### Accountabilities

Working closely with internal and external stakeholders to identify and deliver creative solutions for attracting talent, alongside resourcing processes that reflect our commitment to diversity and inclusion. Ensuring the tools used for selection processes are best practice and deliver great talent fit within business needs

- Partner with functions and departments to identify and agree talent attraction strategies that deliver workforce plan requirements for identified segments of the organisations workforce. e.g. this may be niche' roles, entry level roles, professional specialist, management, senior leadership
- Develop and leverage strong relationships with key talent solution organisations to support the fulfilment of plans as necessary
- Regular review of how we are performing in the talent markets, contributing ideas and suggestions for adapting strategies accordingly to reflect the dynamic nature of the market
- Day to day task management of up to 4 Resourcing Consultants, ensuring alignment to agreed strategies and plans
- Undertake resourcing activity alongside consultants as necessary when demand levels dictate
- Lead on specific projects within and across the team, leveraging best practice methodologies with a string focus on continuous improvement

### Proven Behaviours:

**Speaks up** - Speaks out about concerns, shares ideas and encourages team to do the same

**Respects & protects** - Builds relationships and inclusive teams. Safeguards the wellbeing and safety of others. Looks for more efficient and sustainable solutions that protect the environment

**Improves** - Promotes collaboration and compliance, drives for continuous improvement

**Communicates** - Talks openly about values and priorities and acts a role model for others

**Listens & Learns** - Is curious and learns from others opinions and feedback

**Empowers** - Coaches others and creates an environment where people do their best work

### Health, Environment, Safety, Security (HESS) Responsibilities:

- Lead by example by 'respecting and protecting' the health and safety of yourself and others

- Ensure your team and colleagues speak up report all accidents, 'near miss' incidents and work related ill health conditions
- Help your team follow HESS rules and procedures by promoting the HESS Golden Rules
- Attend HESS training & conduct risk assessments where required
- Demonstrate HESS leadership in accordance with our Heroes of Safe & Well programme

#### 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:

All Carnival UK Departments, sister brand departments based in UK and Carnival Corporate Shipbuilding

#### Problem solving:

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 expertise in the field of Talent Acquisition and Resourcing, informing strategies and plans to ensure a supply of appropriate talent for current and future need

#### Leadership:

Task management of Resourcing Consultants to align with plans and deliver recruitment and selection solutions for the business

#### Knowledge, Experience and Qualifications required:

##### Qualifications – essential:

N/A

##### Knowledge/ Experience – essential:

- Prior experience of successfully developing and delivering talent acquisition solutions
- Experience of stakeholder management
- Strong connection to the UK employment market and understanding of current trends and challenges
- Experience of working with external partners and domain experts
- Experience of designing and leading assessment centers including senior level roles
- Experiences of leading recruitment events both face to face and using digital media

##### Qualifications – desirable:

- CIPD Level 5 or equivalent
- Relevant psychometric assessment tools certification

##### 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
- Prior experience of supervising, managing colleagues within a professional team setting

<b>Issue Date:</b>	Aug, 2022	<b>Issued by:</b>	Paul Wiggins, Director, People Shore Operations	
<b>REWARD ONLY</b>	<b>Grade:</b> CUK Level o8	<b>RUI:</b> 1487	<b>Date Approved:</b> 16/08/2022	<b>Initials:</b> EH