|  |  |
| --- | --- |
| Job title: *Talent Intelligence & ​Strategic Sourcing Lead* | Location: *Manila* |
| Function: *People Team Resourcing*  Reports to: *Head of Resourcing​ Strategy & Performance​* | No. of direct reports: *4*  No. of non-direct reports: *0* |
| Budgetary responsibility: N/A | NGR/P&L: N/A |
| **Version number:**  Date Created*: 03/01/24*  Version: *1.0*  Date Revised*: N/A* | **Job Architecture**  Job Family: *Resourcing*  Sub Family: *Resourcing Strategy & Performance*  Band: 5 |
| Purpose of role | |
| We’re Entain. Powered by our very own technology and building products that push boundaries, Entain is home to a global family of more than 30+ well-known brands and over 29,000 people, but we all play for the same team. When we win, we win together.  Our vision is to be the world number one in betting, gaming and interactive entertainment by bringing moments of excitement into people’s lives. We will achieve this through our focus on sustainability and growth, driving change in the fast-paced world of entertainment.  The Talent Intelligence & Strategic Sourcing Lead is a key role within Group Resourcing responsible for delivering the best, most diverse talent to the business through developing data-driven insights and innovative medium to long term direct sourcing methodologies. By harnessing the power of talent intelligence tools to analyze market trends, competitor landscapes, and demographic data you will build and develop Entain’s strategic talent sourcing plans globally.  You will manage a small team of Talent Sourcing Specialists, providing guidance, coaching, and training to ensure they excel in identifying and engaging the best, most diverse talent in their specialism.  You & the team will collaborate closely with cross-functional teams, understanding the evolving workforce needs of different departments, and aligning sourcing strategies accordingly.  Working as part of the Resourcing Strategy & Performance team you’ll be the driving force behind the organisation’s resourcing success, ensuring our strategy and the business objectives always stay aligned.  We’re a fast-paced, agile and outcomes-focused team, so you’ll need to be adaptable; be ready to positively challenge “the norm”; and be motivated and thrive on finding and implementing innovative and creative solutions to help us become more efficient and effective. | |
| Key responsibilities | |
| Living our values every day in all we do is how we help to build and sustain a responsible business with a culture that is truly inclusive allowing us to deliver our collective purpose of “creating moments of excitement”. To do this, as an organisation, we align to four key values:    Do what’s right | Keep it simple | Go beyond | Win together  **Main**:   * Leadership:   + Lead and manage a team of four Talent Sourcing Specialists, providing guidance, coaching, and training.   + Develop and execute strategic sourcing plans aligned with organisational priorities and growth objectives   + Working with the Head of Employer Brand to help shape our sourcing strategy and determine tools and channels that allow the sourcing specialists to access the best talent * Technical Knowledge   + Should possess previous experience of talent intelligence tools eg. LinkedIn Talent Insights to analyse market trends, competitor landscapes, and demographic data and how to use these proactively to research and build talent / candidate pipelines   + Proven ability to deliver data-driven insights to inform and refine sourcing strategies   + Act as a specialist coach and mentor to other members of the Group Resourcing function where knowledge is required to solve a stakeholder challenge or delivery issue   + Contribute to the development and execution of targeted recruitment marketing campaigns to support key talent attraction and identification in all relevant geographies.   + Implement creative and effective sourcing methodologies to identify, attract, and engage top-tier talent   + Stay abreast of industry best practices and emerging technologies to continually optimize sourcing strategies. * Data, MI and Insights   + Define and monitor key performance indicators (KPIs) related to recruitment and sourcing effectiveness   + Track and manage the cost savings generated by the Talent Sourcing team to demonstrate value * Relationship Management   + Build and nurture a robust talent pipeline by establishing relationships with industry professionals and attending networking events.   + Manage a number of our key external partnerships to optimise their service offering and the outcomes they drive eg Linkedin Talent Insights * Continuous Improvement:   + Foster a culture of continuous improvement within the sourcing team.   + Evaluate and refine strategies based on performance metrics and industry trends. * Diversity, Equity & Inclusion   + Provide support and monitoring of the commitments made as part of the Group Resourcing DEI Strategy including analysing the integrity of our processes and the effectiveness of our monitoring approach | |
| Specialist skills and experience | |
| *Essential:*   * *Strong relationship management skills*. * *Resourcing experience with a background in the identification of senior talent* * *Strong IT skills including MS Office*. * *Strong communication skills both written and verbal*. * *Good presentation skill.* * *Experience working across a matrixed working environment*. * *Experience working to deadlines across a global business*. * Strong commercial acumen * A proven ability to pragmatically challenge and influence stakeholders Experience working in Talent Intelligence and Sourcing teams   *Desired:*   * *Experience working with employee brand & EVP’s.* * *Experience in workforce planning in a global matrixed business.* | |
| Competencies / behaviours | |
| ***Leaders and Managers - Leadership Behaviour Framework:***   * *Influential* * *Drives Results* * *Stakeholder Management*     ***For Non-Managers: Behaviour Framework***   * *Achievement Drive* * *Works With others* * Ability to work on their own and manage their own workload. * *Agile Thinker* | |
| Diversity and equal opportunities:  As a global employer, Entain is committed to providing a safe, fun, and inclusive culture where our people feel like they truly belong.  We are a multicultural business that values, celebrates and respects individual differences, so whatever your sexuality, gender, gender identity, ability, age, race, religion or belief, you will have a voice here, and the space to do your best work.  Our diverse internal networks provide the support for you to express your views and make a positive difference, all for the good of entertainment. | |