

## **Job Opening: Talent Acquisition and Development Manager, Mason, OH**

**Are you ready to lead the way in Recruiting 4.0 strategies? Do you thrive on the opportunity to identify and cultivate talent, both internal and external, to guide your company into the future?**

Makino, a world leader in metal cutting and manufacturing technology is searching for a **Talent Acquisition and Development Manager**. This is an outstanding opportunity to lead 4.0 recruiting efforts and develop our workforce from within to ensure the future success of our organization.

This role is responsible for designing and implementing talent acquisition and development programs and initiatives to support the growth of the company. This includes setting the direction for and leading the improvement and implementation of processes for recruitment of talent, redeployment of internal talent, new hire orientation and training, and identification and pursuit of alternative sources for talent.

Reporting to the Human Resources Manager, primary responsibilities include:

- Collaborate with management team to develop the workforce plan, identifying needs and available internal resources, and develop appropriate training plans to deal with identified skill gaps.
- Develop the company's talent acquisition goals and objectives to meet the hiring demands and hold all members of the leadership team accountable for their respective roles.
- Develop relationships with members of the college and military communities and lead recruiting efforts at colleges, universities and military institutions, including leading the company's co-op programs with universities.
- Develop relationships with and collaborate with recruiting/search firms, contractor firms and other alternative sources of talent and select those firms that can help with attainment of the established goals and objectives.
- Maintain up to date knowledge of recruiting and staffing trends in the industry and company's geographic regions.
- Manage and improve Company's career opportunity brand presence & social media strategies related to hiring.
- Identify non-traditional sources for needed talent and develop strategies for acquiring this talent.
- Identify and lead Company initiatives to pursue opportunities for training incentives and grants from states and other sources.
- Facilitate the new hire orientation, training and on boarding process.

- Manage compliance and support of Company's Affirmative Action Plan.

Ideal candidates will have:

- Bachelor's degree in Human Resources or related field and minimum 10 years technical recruiting experience
- Previous experience in succession planning and identifying skills gaps for future development
- Established relationships with the academic and military community on which to draw for talent resources
- Demonstrated ability to build relationships to facilitate achieving objectives, as well persuade decision makers
- Excellent oral and written communication skills
- Strong attention to detail and be a multi-tasker
- Exceptional organizational skills

We offer an excellent compensation package including competitive salary and benefits (health, dental, 401k and company bonus) along with a great environment for achievement oriented people.

This is a great new opportunity with a growing small company. If you have the required experience and qualifications, please submit your resume and salary requirements to <http://bit.ly/pQ6O5E>. Employer is EOE/M/F/D/V. Please no third party candidates or phone calls.

Visit [www.Makino.com](http://www.Makino.com) to learn more.