

United Arab Emirates Jobs Expertini®

Senior Manager Talent Acquisition - GM Recruitment MEA

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Company: Corporate

Location: Dubai

Category: healthcare-practitioners-and-technical

JOB SUMMARY

The core role of the Talent Acquisition Senior Manager/Director – General Management is to provide Talent Acquisition advice and delivery on all Hiring requirements for our EMEA Hotel General Management, including Planning & Intake, Proactive Sourcing, Talent Brand and Attraction, Diversity and Inclusion, Interview and evaluation, Candidate Management & Experience, Offer Negotiation and Contracts and Talent Insights & reporting. This role will partner with Hiring Managers, HR and finance Peers across the EMEA region to ensure an inclusive and efficient hiring experience is delivered. As we seek to continuously elevate the Talent Acquisition experience the Talent Acquisition Senior Manager/Director will lead and support on a variety of projects contributing to the regional Talent Acquisition roadmap. Key Responsibilities Partner with Hiring Managers across our EMEA Area Senior to deliver on our hiringplan, including new hotel openings Lead the intake conversation to understand hiring requirements, sourcing strategy and interview process and align on timeline. Provide talent attraction advice and execute talent attraction tactics to ensure the Marriott brand is well placed and attracts quality talent. Proactively Source talent via LinkedIn Recruiter, Job board partners and networking events to support healthy pipeline development. Attend and present at conferences to help build leadership brand and identify talent. Utilize and manage EMEA Continent recruitment tools & systems to build targeted talent pools. Effectively screen candidates in alignment with our culture and values and aligned leadership competencies, enabling effective shortlisting of candidates and efficient coordination of interviews Provide effective reporting communication to assist with briefing Senior Leaders on Shortlisted

talent, market insights and competitive landscape Provides guidance on offer recommendation to the Hiring Manager and partners with HR and Finance to secure approvals and extend offer. Once candidate acceptance is secured, extends contracts to candidates for signature. Enables Hiring Managers with best practices and training to support the delivery of an inclusive hiring process eg Unconscious Bias. Assists the researching of effective recruiting approaches to attract the best talent in each market, as well as helping source candidates from diverse and non-traditional sources. Assists in the implementation of programs that aim to attract, measure, develop and manage our talent attraction and retention. Leverages insights utilizing Talent Acquisition Dashboards to help guide and influence hiring strategy and report of performance. Guides process on core TA Systems and applies strong data integrity. CANDIDATE PROFILE Experience Experienced in Internal Talent Acquisition, having recruited Senior Leadership roles across Hospitality or adjacent industry Experience recruiting in the European and/or Middle Eastern Markets. Previous experience managing projects and/or leading process improvement efforts. Experienced in Social Sourcing tools Experienced in advising Executive Leadership Skills and Knowledge Self-Learner - You have a growth mindset and an “always-on learning” attitude. You share openly what you are learning including when things do not always go to plan. Through this you inspire those around and foster a culture of empowerment Creative - You enjoy collaborating with others and understand how to facilitate alignment across multiple stakeholders to ensure timely decisions, such as aligning on offer terms. Equally you can think strategically and plan talent attraction initiatives. Agile - You are familiar in working within a fast-paced environment and can empathize when things pivot or change. You seek to understand and always assume good intent, clarifying next steps to move forward. Analytical reasoning You value Talent Intelligence/data and can use this to guide and influence decision making, problem solve and plan. Communication & Collaboration - A competent communicator, you create clarity for your stakeholders and business partners and can navigate ambiguous environments with influence. Strong interviewing and assessment – You can apply rigor to your screening conversations using the STAR methodology and can advise Hiring Managers on behavioral interviewing. Organization & Planning – You are well organized and help keep others informed of their responsibilities in the hiring process and create clarity on all steps Effective decision-making & Problem Solving- You can choose a course of action amongst options where there is uncertainty, ambiguity or risk and bring effective problem-solving skills

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