



Position	<b>Director, Talent Acquisition for Americas</b>
Reports To	VP HR, Americas + Global Director Talent (COE)
Location	Chicago, IL – US Corporate Headquarters
Travel Requirements	Limited (up to 15%)
Reports	2 Direct (recruiters), Indirect (HR Plant Managers)
Geographic Market(s)	Global

## Position Responsibilities

The Director will be responsible for the development of recruiting strategy and the management and implementation of programs, initiatives and processes for executive, professional, college and internship recruiting for Morton Salt, Americas.

A successful candidate has a proven track record in all the following:

1. Build & refine Best-in-class Talent Acquisition platform:
  - Frame annual and long-term strategies that align with company growth objectives. Conduct industry trend research to inform talent acquisition strategy.
  - Construct programs, processes and marketing materials that integrate corporate and facility hiring; specifically creating a clearly defined Morton Salt recruiting process.
  - Work with leadership teams to identify diverse workforce needs and proactively plan recruitment strategies based on data, trends and the market.
  - Implement process improvement activities and recruiting metrics that enhance the function’s effectiveness, outcomes and impact on the business
2. Manage end-to-end recruitment cycles
  - Ensure application and consistency of full life cycle recruiting in all locations; including sourcing, qualifying, diversity, assessing, legal, job analysis, salary trends, etc.
  - Oversee compliance of Applicant Tracking Systems (ATS), social media, recruiting processes, etc. that enable talent acquisition effectiveness
  - Direct experience managing complex, executive-level recruitment cycles
3. Partner with internal and external constituents
  - Develop strategic relationships with internal clients, business unit leaders and external partners that are based on transparency, over-communication and speed.
  - Influence executives, colleagues, vendors and peers from a "we" orientation.

## Required Experience / Qualifications

We are looking for candidates whose skills and experiences clearly demonstrate the above.

- BA/BS degree required; MBA highly desirable but not required
- Heavy preference for experience recruiting in manufacturing environment.
- Minimum of 10 years in talent acquisition

*Search Contact*

Dan Gathof, Partner - Olympia Solutions [dgathof@olympiasolutionsinc.com](mailto:dgathof@olympiasolutionsinc.com)