

Talent Director

The Director of Talent will be responsible for the overall people of the business and the champion for operational excellence through recruiting, onboarding, and training.

Key Responsibilities:

- Recruiting & Onboarding
 - Schedule and conduct 1st round interviews; Coordinate and schedule 2nd and 3rd round interviews with other Directors
 - Create and maintain a remarkable orientation process that creates excitement for all incoming Team Members.
 - Utilize our Workstream systems to successfully onboard every new Team Member in a timely manner
 - Be innovative and creative to recruit high level talent to continually build depth within our team and leadership team
 - Utilize our talent strategies and enhance systems and process that connect to Talent
- Training
 - Leading and overseeing the coordination of all aspects of new hire training and re-training current Team Members as needed
 - Develop and oversee the Learning Coach team to successfully execute Restaurant's Training Plans
 - Complete the training schedule for all new Team Members weekly
- Development
 - Facilitate bi-annual Team Member evaluations and quarterly check-ins
 - Lead the charge in the Team Member engagement survey bi-annually, utilizing feedback to continually improve the culture of the organization
 - Assist the Director team in the development process to have a fully staffed leadership team
- Successfully communicates all goals, initiatives and measurements to Team Leaders and Team Members (Annual Vision)
- Maintain a positive working relationship and treat all team members with respect while providing them with direction and feedback
- Provide weekly updates due at 5:00pm on Saturday with agreed upon metrics and project details
- Own Team member engagement I.E birthday celebrations, work anniversaries, life events, Etc.

Success Factors:

- Fully staffed team that enables a performance-based scheduling approach
- Every leader and team member fully communicates our business vision, core values and how their role contributes to achieving it
- Our team is made up of 90% "A Players" (determined by quarterly evaluations)
- Reduce turnover rate by elevating hiring practices and providing consistent positive feedback
- Complete evaluations and check-ins on time every time

Key Traits:

- Exhibit superior knowledge of our purpose, vision and core values
- Intentional Observation of Team Leaders/Team Members for employee evaluations
- Embodies a Growth mindset and takes initiative to grow our brand
- Be able to solve problems using critical thinking skills and appropriate resources
- Offer and receive peer-to-peer coaching and accountability to continually improve the business
- Embodies the core values of the organization which include servant spirit, hustle, optimism, and ownership
- Lives out the Organization's Vision: To be East Pasco's Most Caring Company

