

Job Description – Talent Acquisition Partner

Job Details			
Job title	Talent Acquisition Partner	Reports to (job)	Talent Acquisition Manager
Team	Talent Acquisition	Location	Gatwick House / Worcester Park
Job Dimensions	Talent Acquisition	Hours	Full Time (Would consider job share)
No. Direct Reports	0	Career Level	Mid-level

Why Trinity Homecare?

Trinity Homecare Group is a specialist in delivering care in people's own homes. The group offers introductory care, visiting care and live-in care services, ensuring that a wide range of needs and outcomes can be met.

The group was formed with the acquisition of the introductory business and then expanded with several regulated care business acquisitions. These combined brands and services make the group the largest private pay homecare provider in the south of England. The group covers the entire UK with its range of services. The group prides itself on having the best people, the highest standards and being an innovator in the sector and will continue to strive to improve and lead the market.

Why this job matters

As a Talent Acquisition Partner, you will play a crucial role in identifying, attracting, and hiring top talent to support our mission of providing exceptional homecare services. You will be responsible for managing the end-to-end recruitment process, collaborating with hiring managers, and implementing innovative strategies to ensure the acquisition of high-quality candidates.

What you'll be doing – your accountabilities

- Partner with hiring managers and your regions to understand staffing needs and develop recruitment strategies tailored to each position.
- Utilise various recruitment channels, including job boards, social media, networking events, and employee referrals, to attract qualified candidates.
- Conduct thorough candidate screenings, interviews, and assessments to evaluate qualifications, skills, and cultural fit.

The skills you'll need to succeed

- Proven experience in full-cycle recruitment, preferably in the healthcare or homecare industry.
- Strong understanding of recruitment best practices, sourcing techniques, and candidate assessment methods.

<ul style="list-style-type: none"> • Manage the candidate’s experience from application through onboarding, ensuring a seamless and positive process. • Build and maintain a pipeline of potential candidates for current and future hiring needs. • Develop and maintain strong relationships with candidates, hiring managers, and external partners to enhance the recruitment process. • Stay informed about industry trends, best practices, and legal requirements related to talent acquisition. • Collaborate with the HR team to develop and implement recruitment initiatives, including employer branding and diversity and inclusion efforts. • Utilise data and analytics to track recruitment metrics and optimise strategies for continuous improvement. • Assist with other HR projects and initiatives as needed. 	<ul style="list-style-type: none"> • Excellent communication and interpersonal skills, with the ability to build rapport and collaborate effectively with stakeholders at all levels. • Ability to manage multiple priorities in a fast-paced environment while maintaining attention to detail and accuracy. • Experience using applicant tracking systems and other HR software tools.
KPIs	Experience you’d be expected to have
<ul style="list-style-type: none"> • Time-to-Initial Contact • Time-to-Offer (TTO) • Quantity of Interviews • Quantity of Offers • Offer Acceptance Rate 	<p>Essential</p> <p>Proven experience in talent sourcing or recruitment, preferably in a similar industry or environment.</p> <p>Strong understanding of recruitment processes, sourcing techniques, and candidate assessment methods.</p>

Org Chart
<p>Chief People Officer</p> <p>></p> <p>Talent Acquisition Manager</p> <p>></p> <p>Talent Acquisition Partner</p>