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We celebrate diversity and are committed
to creating an inclusive environment
for all employees.

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Equal Opportunity Employer/Protected
Veterans/Individuals with Disabilities

NOW HIRING FOR A Talent Acquisition Manager

As a member of the Human Resources Team, the Talent Acquisition Manager will lead the charge in recruiting outstanding talent and managing the entire talent acquisition process for all positions at Capitol Federal Savings Bank. This position will work closely with hiring managers to plan and execute successful recruitment initiatives that attract highly qualified candidates. The manager will join a highly collaborative customer-service focused environment. This role is also responsible for the continued development and evolution of talent acquisition strategies as well as the onboarding of new employees.

QUALIFICATIONS

Bachelor's degree from an accredited college or university, or equivalent combination of directly related education and/or experience. Typically requires at least four years of related professional work experience, which includes either relevant Bank leadership experience, or equivalent relevant leadership experience in another organization. Experience that includes using talent acquisition principles and practices, creative sourcing strategies, recruitment branding strategies, and full-cycle recruiting at all job levels. Experience using personal and professional networks, knowledge of talent communities, and recruitment best practices to counsel and guide hiring managers and recruiters. Experience scaling recruitment efforts to build a diverse recruiting pipeline. Strong initiative to deliver high quality and impactful results. Strong written and verbal communication skills, including the ability to communicate in an articulate manner to a wide range of audiences. Strong interpersonal skills and the ability to lead inclusively.

RESPONSIBILITIES

- Develop recruiting strategies based on forecasts for staffing levels to include recruiting timelines and schedules; continually reevaluate and present to business leaders and Human Resource team.
- Provide leadership and planning for the Bank with areas of focus including experienced hiring, internal mobility, and the early careers/intern program.
- Work effectively with marketing to create and execute effective recruitment branding efforts Evaluate talent acquisition vendor partnerships and make recommendations.
- Lead effort to complete and present post peak hiring analysis as applicable; partner with HR analytics and other areas for data and outcome analysis.
- Use knowledge of employment laws and regulations, industry trends, and Bank environment to ensure local hiring practices and process are in compliance, when applicable; may involve consultation with Legal and Audit staff.

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