



Job Title	Regional Talent Manager
Classification	Exempt
Reports to	Vice President, Strategy and Research
Date	September 2022

JOB DESCRIPTION

At Team NEO, our job is to positively impact the landscape of Northeast Ohio through the lens of business attraction, economic development, and talent. We are the team behind the scenes helping provide jobs, stability, and growth to the region in partnership with JobsOhio. Our work helps businesses grow within the region and helps companies from all over the world realize their potential in Northeast Ohio. If you have a passion for the talent, have always been interested in the crossroads of business, government, and higher education or just happen to have caught the infectious love for Northeast Ohio, let's talk!

Summary/Objective

The Regional Talent Manager (RTM) is a unique position within our organization that leads the planning and delivery of strategic talent acquisition solutions in economic development projects. The RTM is also a point-person in key regional talent acquisition initiatives and acts as an advisor to regional employers on Human Resources and Talent Acquisition best practices. Team NEO is the JobsOhio regional network partner, as such, the RTM will work closely with JobsOhio staff and programs.

As the Team NEO RTM, your responsibilities will include:

- Manage Projects—work in tandem with the internal Project Management Team, JobsOhio, local economic development organizations and workforce development agencies to vet potential economic development projects to determine potential applicability of workforce specific incentives. Work directly with Team NEO's Director of Talent Engagement to execute on these projects.
- Design Programs—meet with client companies to understand their workforce needs and design talent acquisition solutions, including recruiting best practices, job description reviews and connections to vendors, trainers, and other workforce development solutions to meet those challenges. Work directly with Team NEO's Director of Talent Engagement to execute on these projects.
- Serve as the regional talent expert in business attraction opportunities. Develop a sales pitch and blueprint for successful talent pipeline development for new companies entering the region, and existing companies looking to grow.

- Manage Relationships— prioritize strategic relationships to affect positive economic job growth in the region:
 - Source new vendors for program delivery as well as maintain existing relationships for timely project servicing.
 - Introduce JobsOhio contract process and follow up contract execution.
 - Monitor project pipelines and identify SMEs relevant to projects to provide insight on training and educational needs for clients.
- Conduct talent acquisition trend analysis collaboratively with Team NEO’s research team to provide business intelligence and hiring trends to regional workforce agencies and other partners.
- Understand talent demand relating to technology adoption in regional driver industries and identify talent pipeline resources (higher education and vocational institutions) to support talent acquisition programming that can accelerate this technology adoption
- Engage with regional innovation clusters (IIoT, Polymers, Water Economy, Energy Storage, Smart Mfg) to understand and integrate into talent acquisition programming
- Participate in Team NEO’s Talent Development Council—present quarterly updates on economic development projects, hiring trends and in-demand job skills.
 - Provide thought leadership on the development of a vibrant talent ecosystem.
- Advise HR professionals—be a resource for regional companies and their talent needs through the ability to deliver the following services:
 - Develop strategies to connect companies with local sources of talent including both private and public resources, through engagement with Team NEO’s Talent Director
 - Advise on best practices in Human Resources and Talent Acquisition for regional companies
 - Occasionally source candidates for hard to fill positions, with the assistance of Jobs Ohio programs and incentives
- Present talent acquisition trends and best practices to a variety of key stakeholders.

Competencies Valued

- **Business Acumen:** Knowledgeable about and/or able to quickly assess technology, trends, market opportunities, and the competitive landscape of an organization.
- **Communications:** Clearly and effectively creates and presents ideas to the desired effect and practices active listening.
- **Interpersonal Savvy:** Able to build and maintain effective relationships with people of different backgrounds, experiences, and perspectives internal and external to the organization.
- **Perseverance:** Pursue goals without giving up and tries different strategies in the face of resistance.
- **Presentation Skills:** Can effectively present information and facilitate discussions and can adjust both proactively and on the fly to the audience and their needs.
- **Prioritizing:** Concentrates efforts on what is most important and removes roadblocks to achieving goals.
- **Problem Solving:** Uses rigorous methods and analysis to identify effective solutions to challenging problems.

Physical Demands

While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to stand; walk; use hands to finger, handle or feel; and reach with hands and arms.

Travel

Travel is primarily in-region and to Columbus during the business day, although some early morning and after-hours travel may be expected. Expect occasional travel to conferences and trainings. Having access to a vehicle is required.

Required Education and Experience

- Bachelor's degree and/or equivalent experience in meeting talent/training needs of businesses.
- 5+ years of workforce, talent/economic development, or business or related experience (Advanced degree may substitute for one-year of professional experience).
- Prior workforce or economic development experience preferred.
- Demonstrates history of and attention to detail managing broad-based projects and achieving collaboration across varying organizations and agendas.
- Prior experience using Salesforce ideal.

Additional Eligibility Qualifications

None noted

EEO Statement

Team NEO is firmly committed to prohibiting discrimination on the basis of race, color, sex, age, religion, ancestry, national origin, citizenship, disability, military status, sexual orientation, or genetic information throughout the employment process, from selection through termination. Team NEO expects all employees, vendors, and associates to support the nondiscriminatory policies of Team NEO.

Other Duties

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.

Contact

Interested candidates should send an electronic expression of interest and a resume to:

Laura Hudak, VP of Finance and Administration
Team NEO
1111 Superior Avenue, Suite 1600
Cleveland, Ohio 44114
lhudak@teamneo.org

Resumes will be collected through September 23th, 2022