

Director of Talent Acquisition - Philadelphia, PA

Houwzer is an innovative real estate company that has been rapidly growing since our inception back in 2015. As the Director of Talent Acquisition you will be an integral part of a joint effort to continue building out a talent department that utilizes best industry practices to attract and retain exceptional talent. This is the perfect opportunity if you are looking to take your career to the next level by utilizing your leadership, collaboration and innovation skills to help Houwzer reach our growth goals. If you're ready to impact Houwzer's expansion as the Director of Talent Acquisition, keep reading!

Here's What You'll Do:

- Act as a strategic partner to the Houwzer Leadership Team in workforce planning
- Manage/develop a team of 3-5 Talent Acquisition Specialists
- Oversee external partnerships, job boards, TA software vendors, and 3rd party agencies
- Oversee / manage the implementation of a new ATS system
- Utilize Recruitment Marketing development and strategy to drive talent acquisition efforts
- Provide quality control on all aspects of company ATS
- Review applications, conduct phone interviews, and conduct in-person interviews, as needed
- Roadmap candidate experience (including application, interviews and communication, as well as immigration policies and procedures)
- Assessing ROI of recruiting sources and strategies
- Research, recommend, and implement new and innovative sourcing channels for active and passive talent pools
- Attend and organize recruiting events to build company presence and relevant candidate pipelines
- Coach hiring manager teams on appropriate best practices to ensure consistency and quality execution throughout the interview process
- Measure and report on key recruitment metrics, like source, days in stage, and time-to-hire
- Maintain a high level of confidentiality at all times

To Get in the Door, We Need You to Have:

- Bachelor's Degree or equivalent experience working in human resources or related field
- 3 to 5 years experience working in Talent Acquisition
- 1 to 2 years of people management experience
- Experience working in a high-growth startup environment preferred

Compensation

This is an exempt position.

Perks & Benefits

- Medical, vision, and dental insurance for you and the ones you love
- \$10,000 in life insurance coverage

- Retirement Savings Account
- Stock options through our Houwzer HERO Plan
- Paid Maternity/Paternity Leave
- Pre-tax commuter benefits for transportation and parking
- \$500 a year toward continuing education/professional development
- Flexible Paid Time Off policy (no maximum on the number of days off) and eight observed holidays
- Paid Time Off for Volunteering (we require that you volunteer 50 hours a year!)

Who is Houwzer?

At Houwzer, our vision is to become the best real estate company in, and for, the world. We're the first certified B Corp in the real estate industry, and we pride ourselves on being a next-generation brokerage and home services company built around our clients and their experiences. What exactly does this look like? Well, it looks like paying our amazing real estate agents and mortgage advisors a steady salary and setting them up for success with training and administrative support. It also looks like offering a one-stop-shop experience to homeowners, guiding them seamlessly through the entire transaction with less stress. Houwzer helps homeowners save when they sell and trust when they buy because we give our agents the security to prioritize the unique needs of each client. We live up to the **#HouwzerHype** by keeping our focus on the quality of service we provide, and valuing our team members and communities.

Diversity & Inclusion

At Houwzer, we have set out to become the best real estate company in, and for, the world. To be the best, it's crucial we have a variety of perspectives and approaches, which means we are building a team inclusive of different races, genders, ages, religions, identities, and experiences. Come see what the **#HouwzerHype** is all about. We'd love to have you here!