

UW HEALTH JOB DESCRIPTION

Senior Provider and Leadership Recruiter

Job Code: 350090	FLSA Status: Exempt	Mgt. Approval: K. Kunz	Date: December 2021
Department: Human Resources – Talent Acquisition		HR Approval: S. Whitlock	Date: December 2021

JOB SUMMARY

Under the direction of the Director, Talent Acquisition, the Senior Provider and Leadership Recruiter serves in a leadership capacity on the UW Health Talent Acquisition team. The Senior Recruiter is responsible for training new recruitment specialists and cross-training recruiters, leading regular Talent Acquisition “pod/team” huddles, and coordinating and assigning workload of team members. The Senior Recruiter is responsible for documenting process changes and leading process improvement initiatives. The Senior Recruiter partners with the appropriate HR Business Partner and operational leaders to communicate and address workforce and recruitment challenges.

In addition to the incumbent's leadership responsibilities, the Senior Provider and Leadership Recruiter is primarily responsible for attracting, sourcing and efficiently hiring the best qualified leadership and provider candidates who embrace UW Health's mission and values. The Provider and Leadership Recruiter, as an integral member of the Talent Acquisition team, partners with management and other members of the Human Resources team to develop and implement both traditional and innovative recruitment strategies in order to attract top-talent and ensure operational staffing needs are met. Specific responsibilities include sourcing, screening, interviewing, creating and extending job offers, developing recruitment plans, advertising/marketing, and building relationships. Under general supervision, the Senior Recruiter exercises judgment in the performance of responsibilities and is expected to serve as a resource for staff both within and outside of Human Resources.

MAJOR RESPONSIBILITIES

- Under the direction of the Talent Acquisition leadership team, the Senior Provider and Leadership Recruiter is responsible for overseeing the day-to-day workload and operations of the Talent Acquisition pod s/he is assigned to.
- Responsible for ensuring completion of the new hire checklist and oversight of the new hire onboarding/training schedule of new hires on assigned pod.
- Responsible for escalating concerns regarding employee performance or wellbeing to Talent Acquisition leadership.
- Responsible for all facets of the recruitment process primarily for leadership and provider titles including, but not limited to, sourcing, hiring and onboarding new hires. At times, the Senior Provider and Leadership recruiter may recruit for other job title.
- Consult with hiring managers to determine needs, review position requirements, develop recruitment strategies, source candidates, review resumes, and conduct interviews to ensure all positions are filled within established metrics and that hiring decisions are consistent with employment laws and regulations including ADA, Wisconsin Statutes, and the Public Authority legislation.
- Work collaboratively with managers and supervisors to develop proactive recruitment plans that meet current and projected staffing needs, with particular emphasis on difficult to fill positions.
- Participate in and support recruitment events promoting healthcare and employment at UW Health: job fairs, virtual career fairs, community organization partnerships, college recruiting, and other creative recruiting events.
- Work collaboratively with UW Health Compensation and hiring managers to create competitive job offers that align with UW Health's total rewards philosophy.
- Partner with hiring departments, career pathway programs, Marketing and Communications and our internal sourcing division to promote UW Health opportunities and build pipelines of qualified candidates for current and future recruitment needs.
- Analyze recruiting metrics and strategies, in order to recommend changes as appropriate, to create a more streamlined and efficient hiring process and reduce overall time to fill and improve quality of hire. Continuously explore alternative staffing, sourcing, and selection techniques to align with industry best practices.
- Serve as project lead for Talent Acquisition-related initiatives, as assigned. These will typically include projects driven by our HR Strategic Plan.

ALL DUTIES AND REQUIREMENTS MUST BE PERFORMED CONSISTENT WITH THE UW HEALTH PERFORMANCE STANDARDS.

JOB REQUIREMENTS

Education	Minimum	Bachelor's degree in business administration, human resource management or relevant field. Four (4) years experience in recruitment and selection related activities may be
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		considered in lieu of the Bachelor's degree in addition to the experience below.
	Preferred	
Work Experience	Minimum	Five (5) years professional level human resources experience in recruitment and selection related activities.
	Preferred	Seven (7) years experience as a health care industry recruiter
Licenses & Certifications	Minimum	
	Preferred	
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> • Knowledge of the principles and practices of human resources management including recruitment and selection concepts and practices. • Knowledge of and experience with an HRIS system. Experience with an applicant tracking system is highly desirable. • Experience working with word processing, database, and spreadsheet software. • Excellent interpersonal skills and customer orientation. • Excellent verbal and written communication skills. • Ability to work effectively in a team environment • Ability to work under pressure in a fast-paced environment • Multilingual preferred.

AGE SPECIFIC COMPETENCY (Clinical jobs only)

Identify age-specific competencies for direct and indirect patient care providers who regularly assess, manage and treat patients.

Instructions: Indicate the age groups of patients served either by direct or indirect patient care by checking the appropriate boxes below. Next,

	Infants (Birth – 11 months)		Adolescent (13 – 19 years)
	Toddlers (1 – 3 years)		Young Adult (20 – 40 years)
	Preschool (4 – 5 years)		Middle Adult (41 – 65 years)
	School Age (6 – 12 years)		Older Adult (Over 65 years)

JOB FUNCTIONS

Review the employee's job description and identify each essential function that is performed differently based on the age group of the patient.

PHYSICAL REQUIREMENTS

Indicate the appropriate physical requirements of this job in the course of a shift. *Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.*

Physical Demand Level		Occasional Up to 33% of the time	Frequent 34%-66% of the time	Constant 67%-100% of the time
X	Sedentary: Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as dockets, ledgers and small tools. Although a sedentary job is defined as one, which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing are required only occasionally and other sedentary criteria are met.	Up to 10#	Negligible	Negligible
	Light: Ability to lift up to 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Even though the weight lifted may only be a negligible amount, a job is in this category when it requires walking or standing to a significant degree.	Up to 20#	Up to 10# or requires significant walking or standing, or requires pushing/pulling of arm/leg controls	Negligible or constant push/pull of items of negligible weight
	Medium: Ability to lift up to 50 pounds maximum with frequent lifting and/or carrying objects weighing up to 25 pounds.	20-50#	10-25#	Negligible-10#
	Heavy: Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.	50-100#	25-50#	10-20#
	Very Heavy: Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	Over 100#	Over 50#	Over 20#
List any other physical requirements or bona fide				

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occupational qualifications:	
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Note: The purpose of this document is to describe the general nature and level of work performed by personnel so classified; it is not intended to serve as an inclusive list of all responsibilities associated with this position.