

# Talent Networks Manager

Recruitment Services Strategic  
Partnership

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Hiring Manager: Lara Dawson/Hannah Harman

If you'd like to have a confidential conversation about this role,  
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Penna

# ABOUT THE ROLE

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With offices in London and Birmingham, we're one big and talented family. But we're always looking for like-minded people to join us at Penna and Stafford Long.

Why? Well, we do some pretty incredible work for some pretty incredible clients. We've even picked up a fair few awards along the way. Because no matter if we're recruiting Chief Executives, or showing graduates the possibilities, we develop campaigns that find, excite and secure the right talent for our clients, smash targets and create some noise in the industry.

## Role Purpose

To manage and oversee all talent networks related to our largest, Central Government client.

Reporting to a Resourcing Business Director, you'll work with a number of stakeholders both internally and client side to manage the networks end to end, including implementing quarterly content and engagement plans, providing regular (monthly and quarterly) MI to internal and client stakeholders, and connecting talent within the networks to in-house recruiters and client stakeholders as appropriate.

The ultimate aim of the networks is to reduce reliance on individual campaigns, to increase diversity and to maximise opportunities for us to engage with and attract scarce talent to our clients vacancies.

Critical Success Factors	Goals
Client and candidate satisfaction	Achieve high levels of client and candidate satisfaction
Client KPIs met	Maintain and monitor KPIs across each of the talent networks
Hires made, Diversity targets met	Have we been able to reduce campaign activity due to successful implementation of the networks? Have we improved Diversity?



# WHAT YOU'LL DO

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- Your focus will be the oversight and effective management of the Talent Networks, which are currently (but may not be limited to) an early careers network, a tech talent network and a silver medallists network – we will look to you to guide us on the development of these and implementation of other networks as appropriate
- You will be responsible for ensuring the strategic and operational delivery of the networks, making sure they are feeding vacancies effectively, reducing the need for individual campaigns longer term, and that candidates are receiving a great experience
- You'll be metric and data focussed – using data to inform delivery strategies and actions
- You'll ensure that a candidate centric approach is employed across all touch points
- You'll be responsible for working with Adecco Resourcing Business Directors, Head of EDI, Head of Brand, Project Management, Strategy leads, events team and client stakeholders to run an appropriate content and engagement programme for all networks
- You'll also work closely with the Adecco Candidate Engagement Managers, Sourcing team and client stakeholders to ensure that the Tech Talent Network and Silver Medallists Networks are used appropriately to achieve client hiring and diversity goals
- You'll work with the Adecco Resourcing Business Partners to ensure that talent network activity is aligned to workforce plans
- You'll work with data leads to ensure that clients are updated with MI (both monthly and quarterly) and that the networks perform against agreed KPIs
- You'll work with strategy leads to ensure that qualitative surveys are sent out to the networks on a quarterly basis and that feedback and evidence of outcomes drives our future strategy
- You'll ensure that we adhere to GDPR data retention and security requirements across all networks

# WHAT IS NEEDED?

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We are looking for someone who has recruitment consultancy or candidate management experience or who has done client partnering and recruitment advisory roles in an RPO or in-house environment.

The role will be:

- Client facing/discussing the network of incoming talent and developing it.
- In our normal spirit we be expecting you to continually improve the engagement approach, using research and data to design improvements with measurable impact.
- This is a new role and will be focused on improving the diversity of the network so an interest or experience in EDI in recruitment helpful.
- You'll be comfortable in working on strategy and delivery .
- Require a good understanding of recruitment techniques and approaches, as well as emerging trends.
- And to pull it all together to support the wider team, you'll need to be familiar/comfortable with applicant tracking systems/data.

# PERSONAL ATTRIBUTES, SKILLS, KNOWLEDGE, AND EXPERIENCE

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- **An experienced inquisitive, challenging recruitment/ talent acquisition expert** who ideally has experience of building and managing talent networks – actively mining these for talent and connecting candidates to relevant stakeholders (i.e.. recruiters or hiring managers).
- **Influencing and facilitation skills** – needs to have experience of and be able to work effectively with a large and diverse community of internal and external stakeholders to achieve objectives of the networks.
- **Personal organisation and proactivity** – needs to be highly organised and disciplined in managing workload and proactively driving client conversations and initiatives independently in line with the aims of the talent networks.
- Skills and experience in **process improvement** – has a proven ability to find leaner, more effective and efficient ways of doing things.
- Outcome focused **learns from data, evidence and insights and proactively contributes to future strategies**

# KEY RELATIONSHIPS

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PERSONS/COMMUNITIES	NATURE OF RELATIONSHIP
Resourcing Business Director	Direct line manager
Resourcing Business Directors, Resourcing Business Partners, Strategy team, EDI team, Project Managers, Events & Outreach team, Data team, Candidate Experience Managers	Key internal relationships
Head of EDI, Head of Marketing, Talent Network Lead	Key client contacts



# PENNA'S COMMITMENT

We are a family at Penna and Stafford Long and believe in fairness and equality across all approaches to recruitment, development, opportunity, and responsibility.

## **Diversity Promise**

Our promise is to organise our services in a way that is universally accessible and useful for everyone. To do that well, we believe we need to create and sustain a workforce that's more representative of the candidates and clients we serve.

Penna is committed to creating a diverse and inclusive workforce that respects and embraces difference. Our employees and our company thrive when we get this right. We aim to create a workplace that celebrates the diversity of our employees, clients, and the contractors we work with. We will endeavour to create recruitment solutions that work for everyone by including perspectives from backgrounds that vary by race, ethnicity, social background, religion, gender, age, disability, sexual orientation and national origin.

Our internal programmes and external work with our clients make us proud to be an Equal Opportunity and Inclusive Employer.

If you have a disability or health condition that requires accommodation or reasonable adjustments made during the recruitment process, please let us know by emailing [people@penna.com](mailto:people@penna.com).

Our full guidance and commitment to your application and how we may use your personal information during the application process can be found here: <https://www.penna.com/candidate-care/> and <https://www.penna.com/privacy-policy>

Together we are better, together we are Penna.

# PENNA BEHAVIOURS

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We all aspire and work towards demonstrating the behaviours consistent with the Family values; Accountable, Supportive, Collaborative and Inspiring as listed below:

<p>ACCOUNTABLE</p> <p>Does what they say they will do</p>	<ul style="list-style-type: none"> <li>• Builds open, honest and realistic relationships with customers and colleagues</li> <li>• Reliable and acts with integrity</li> <li>• Determined and passionate about delivery of the best</li> <li>• Accountable and inclusive</li> </ul>
<p>SUPPORTIVE</p> <p>Creates an environment where people can give of their best</p>	<ul style="list-style-type: none"> <li>• Seeks to understand the needs and concerns of others</li> <li>• Creates a learning environment</li> <li>• Seeks feedback from other in order to learn and develop</li> <li>• Inspires others to achieve their goals</li> </ul>
<p>COLLABORATIVE</p> <p>Works as part of one team</p>	<ul style="list-style-type: none"> <li>• Pulls together to put the customer first</li> <li>• Support colleagues without waiting to be asked</li> <li>• Helps others succeed and celebrate their success</li> <li>• Actively looks to break down barriers and finds ways to work together</li> </ul>
<p>INSPIRING</p> <p>Creates new possibilities</p>	<ul style="list-style-type: none"> <li>• Comes to work to make a difference, sets high goals and gives 100% personal energy</li> <li>• Believes in what we do and demonstrates this through actions</li> <li>• Regularly challenges thinking and is open to new ideas and ways of working</li> <li>• Has ambition and confidence to do things in new ways and to create and deliver inspirational solutions</li> </ul>