



## **Talent Acquisition Lead**

Nodal Exchange is a derivatives exchange providing price, credit and liquidity risk management to participants in the North American energy markets. Nodal Exchange is a leader in innovation, having introduced the world's largest set of electric power locational (nodal) futures contracts as well as the world's largest set of environmental futures and options. All transactions on Nodal Exchange are cleared through its clearing house, Nodal Clear, using a portfolio margining approach that provides participants significant risk management and capital efficiency advantages.

Nodal seeks talented and motivated applicants for the following role in Tyson's Corner, VA (DC Metro area):

### **Talent Acquisition Lead**

The talent acquisition lead is responsible for full cycle recruiting for a wide range of positions, using creative sourcing strategies. This position reports to the Director of Human Resources.

*Primary responsibilities include:*

- Develop strong relationships with hiring managers and company leaders
- Support managers in creating and updating job descriptions
- Develop and execute comprehensive talent acquisition strategies utilizing tools such as direct sourcing, social networking and recruitment events
- Review online applications, evaluate candidate qualifications, and conduct pre-screen interviews to analyze candidate experience, availability, interest level, and salary requirements.
- Ensure candidates are assessed based on all appropriate criteria including culture fit and key attributes and abilities
- Take extra steps to ensure positive candidate experience, valuing all candidates
- Maintain regular contact with new hires throughout onboarding and introductory period
- Use recruiting metrics to measure and identify personal areas of improvement
- Keep the Director of HR informed on all recruiting challenges, and escalate any issues as needed

*Requirements:*

- 5+ years of proven recruiting experience, including executive level staffing
- Strong proficiency in all areas of the recruiting life cycle

- Understanding of all selection methods and techniques
- Proficient in the use of social media and job boards
- Ability to understand the duties and competencies of different roles, including highly technical and/or industry specific roles
- Working knowledge of Applicant Tracking Systems (ATS) and databases
- Excellent interpersonal and communication skills, verbal and written
- Flexible in working hours and shifting priorities
- Strong knowledge of relevant employment laws, such as EEO and ADA
- BS/BA in business administration, human resources or relevant field

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Please send an email of interest with your resume to [employment@nodalexchange.com](mailto:employment@nodalexchange.com).