

## **Tennessee Department of Human Services Job Announcement in Nashville, TN**

**POSITION TITLE:** Director of Talent Management

**NATURE OF WORK:** The mission of the Tennessee Department of Human Services (TDHS) is to provide temporary assistance, work opportunities and protective services to improve the lives of Tennesseans. The Department currently serves nearly 2 million Tennesseans through its 20 programs, including TANF (Families First), Food Stamps (SNAP), Child Support, Vocational Rehabilitation, Adult Protective Services, and Child Care Licensing. The Department employs more than 4,700 employees and maintains offices and staff in all 95 counties in Tennessee.

This position manages the Office of Talent Management and is responsible for leading and directing the Department's Talent Management strategy to improve departmental processes and create and maintain a high performing workforce. This position will collaborate closely with the Executive Team, as well as the Directors of HR and the Office of Learning and Professional Development (OLPD).

### **DUTIES AND RESPONSIBILITIES:**

- Works directly with the Department's Executive Team to develop Talent Management Strategies to meet the needs of the agency, while ensuring alignment with the Governor's priorities and the Department's mission, vision and core values.
- Executes all state and departmental talent management initiatives including assessment, succession planning and management of talent pipelines, high potential identification, performance coaching, mentoring, competency modeling and integration, emotional intelligence initiatives, onboarding and workforce planning.
- Analyzes the department and current workforce culture to identify gaps and departmental talent management needs; partners with executive/senior leaders and agency's HRPD division to implement organizational development tools to meet the needs of the department and address identified talent gaps;
- Uses historical performance data and trend analysis to create recruitment and retention plans that are aligned with department and division goals;
- Coordinate professional development opportunities for high potential employees based on future organizational needs;
- Assesses leave frequency and absenteeism data to develop initiatives to maximize employee productivity and engagement;
- Collaborating with the Office of Learning and Professional Development, review training effectiveness and impact on stated objectives and outcomes;
- Develops organization wide Recruitment and Talent Search Strategy to fill Mission-Critical and Executive positions that are aligned with the Department's core values and the State's priorities.
- Liaisons with TN Department of Human Resources (DOHR) Recruitment Management Services (RMS) and develops strategies to fill high turnover, difficult to fill positions with high potential employees.
- Collaborates with DHS Finance and Administrative division with regard to personnel costs and potential savings.

- Assesses current retention strategies, analyzes data associated with retention to determine priorities and develops overall retention strategies for the Department.
- Collaborates with the Directors of HR and the Office of Learning and Professional Development on career planning initiatives, including the use of Individual Development Plans for employees, Individual Performance Plan/Goal Development and the development of technical tracks for career advancement opportunities.

**MINIMUM QUALIFICATIONS:**

**Education:** Bachelor's Degree, in Human Resources, Organizational/Industrial Psychology or related field

**Experience:** 7+ years' experience in increasingly responsible roles including Human Resources or Talent Management. At least 2 years HR management experience, including supervision

**PREFERRED QUALIFICATIONS:**

- Master's/Advanced Degree

**SALARY:** Commensurate upon experience.

**Pursuant to the State of Tennessee's policy of nondiscrimination, The State of Tennessee Department of Human Services does not discriminate based on race, sex, religion, color, creed, pregnancy, national or ethnic origin, age, disability, or military services in its policies, or in the admission or access to, or treatment or employment in, its programs, services or activities.**

Interested applicants, please email your resume and a cover letter to [Lauren.Vaden@tn.gov](mailto:Lauren.Vaden@tn.gov) by Friday, August 28, 2015.