

POSITION TITLE

Regional Talent Solutions Manager

Want to utilize your workforce development expertise, education experience, and/or training skills for building a more prosperous and socioeconomically stronger region? Looking to join a team that is passionate and fun? Choose the Mount Rogers Regional Partnership!

Our recently revamped regional economic development organization is seeking to fill a newly created position charged with launching the region's first-ever initiative focused on people and place. Our new teammate will work to build and grow programs focused on outreach/connectivity. The effort will target the K-12 and community college systems to ensure greater student engagement with regional training programs, internships, and familiarity and connection with our primary employers in manufacturing and healthcare. There will also be an opportunity to work with the marketing team on talent attraction strategies. The ultimate goal is to retain, build, and attract talent for our region's primary employers.

Organizational Overview

The Mount Rogers Regional Partnership is the leading regional economic development organization serving 6 localities in the Mount Rogers/I81-I77 Crossroads area of Virginia.

The organization is focused on marketing, talent solutions, business retention and expansion (BRE), and industry recruitment.

Position Description

The Talent Solutions Manager will be knowledgeable about current talent development and attraction strategies, workforce development programs, and the community college system. Other important attributes include an adeptness at creating connections with students, professionals, academic institutions, and employers. The best candidate will relish the opportunity of building new programs, demonstrate creativity and passion for our organizational mission, and be accountable and focused on achieving desirable outcomes.

Education

Bachelor's degree preferred. Training and credentials within workforce, human resources, and corporate training will also be strongly considered.

Primary Goals

- Increase regional labor force and participation rates for 16–24 and 24–35 age groups
- Increase percentage of graduating high school students entering regional training and employment opportunities
- Increase community college enrollment in target industry-focused programs
- Attract recent college graduates and other target populations

Core Duties

- Serve as the trusted and responsive convener of regional talent development stakeholders
- Research and implement best practices in the field of talent retention, attraction, and development
- Assist Executive Director in the development of annual goals and performance metrics
- Track progress using metrics and benchmarks established by the organization to monitor progress toward clearly articulated, measurable goals
- Work with partners in K-12, higher education, and vital regional employers to develop effective strategies and programs that serve the needs of each locality
- Collaborate with partners and subject matter experts to create customized and contracted training programs and services
- Develop annual program for high school and college students for immersion experience in region
- Work with marketing team to produce digital marketing content (videos, social posts, newsletters) focused on training programs, student engagement, immersion program, internships career opportunities, etc.
- Maintain connections with academic departments in the larger region
- Work with staff to identify and utilize marketing channels that reach audiences such as veterans, young professionals, remote workers, and others

To Apply

Send cover letter, resume, and any samples to:
jlewis@viaalliance.org

Position is open until filled, with a spring/early summer start date targeted.

Required Skills

- Successful experience in leading projects that involve multiple partners and extensive collaboration. Grant reporting required
- Comfortable with autonomy and accountability with program design and development that accomplishes desirable outcomes
- History of work with a variety of stakeholders, business leaders, business organizations or associations
- Problem-solving and creative ability
- Strong networker
- Current knowledge of talent development strategies including talent attraction efforts
- Excellent organizational skills and detailed planner
- Ability to analyze data and communicate its impact on the local/regional economy
- Excellent written and verbal communication skills
- Proficient with standard office software programs – CRM, Microsoft Office, data tools
- Absolute team player that is eager to engage multiple facets of the organization to accomplish the regional mission

Benefits

- Competitive salary range in a low cost-of-living region (\$50,000–\$65,000)
- Extremely attractive benefits package (retirement, health, dental, life insurance, cell phone and mileage reimbursements)

