



## **GREATER WICHITA PARTNERSHIP**

### **Vice President of Talent**

*September 2019*

#### ABOUT THE GREATER WICHITA PARTNERSHIP

The mission of the Greater Wichita Partnership is to align resources and focus the business community on common strategies that fast-forward economic growth in Wichita and South-Central Kansas. The Partnership focuses on three key priorities to advance economic development: jobs, talent and quality of place.

#### TALENT A KEY PRIORITY

The economic success of the greater Wichita region depends upon securing and developing exceptional talent at a global level. This increased focus on talent attraction, retention and development has resulted in the Greater Wichita Partnership identifying talent as one of three prominent organizational priorities.

The Partnership recently worked with leaders in talent marketing, Development Counsellors International, to develop a strategic plan for accelerating talent attraction – the Talent Marketing Blueprint. In addition, to drive the development and growth of the region’s talent pipeline, relationships have been cultivated within the business and education communities. Now is the critical time to accelerate the plan and connect, engage and seize the opportunities to attract, retain and develop talent for the greater Wichita region.

The Vice President of Talent must be creative, strategic, and collaborative in order to develop the connections and relationships necessary to achieve the goals of this position and the organization.

#### PRIMARY RESPONSIBILITIES

Cultivate the talent ecosystem – including the development, recruitment, and retaining of individual, skilled employees in the greater Wichita region.

#### POSITION DESCRIPTION

The duties of the Greater Wichita Partnership’s Vice President of Talent will include but not be limited to the following:

- “Tell the Wichita story” to talented professionals who are considering the Wichita region, have called the region home in the past, or are presently here and should be retained. Be the lead spokesperson in selling the community to talent (including to potential recruits and existing talent), supporting human resource professionals, and other related leaders.

- Provide oversight for and drive the implementation of the Talent Marketing Blueprint developed by Development Counsellors International, which includes working with the Partnership's Communications team on marketing strategies, and developing and implementing programming and events.
- Lead and facilitate opportunities among employers, public partners, educators, and human resources professionals in the region for the enhancement and development of the talent pipeline. This includes leadership of collaborative efforts between private industry and the education system to foster a productive workforce needed for the sustained economic growth of our region.
- Provide primary leadership and staff support to the Talent Advisory Committee.
- Coordinate with key organizations and efforts within the community to harness the collective impact of developing and retaining key talent to the region, including:
  - Collaborate with all talent-focused organizations, including W/ A Community of Young Professionals, to facilitate engagement of interns and new talent experiencing the region.
  - Assist the Vice President of Investor Development on connecting the organization's membership to the talent ecosystem and maximizing their investment in the Partnership.
- Develop and maintain expertise in relevant talent and human resource trends and all workforce development activities throughout the city, region, and state. As the organization's role and programs for talent expand, provide supervision over employees, interns, or contract employees in the Talent division. In addition, provide insight and leadership to the Partnership team for planning, budgeting, reporting, funding development, partner relations, etc., of the talent initiatives of the organization.
- All other duties assigned by the President and/or Executive Vice President of Economic Development of the Greater Wichita Partnership.

#### PREFERRED QUALIFICATIONS

Minimum of a bachelor's degree required with emphasis in Recruitment Marketing or Talent Acquisition, business/business administration, community or economic development. Strong communication skills that include excellent presentation and public speaking capabilities. An understanding of attracting talent, the talent hiring processes, workforce system, and business growth needs.

A minimum of five years' experience working in talent acquisition, employee recruitment or related areas helpful. Familiarity with employment issues, education pipelines, and knowledge of local, state, and federal employee development programs.



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COMPENSATION AND BENEFITS

Compensation is commensurate based on experience and qualifications.

Benefits package includes company-sponsored health and dental insurance plan, paid sick leave, vacation time and holidays and an employer-paid life and long-term disability insurance plan.

Employee can also participate in 401(k) retirement savings plan with an employer match.

The Greater Wichita Partnership is an equal opportunity employer.

Please include resume, cover letter and references via email only preferably in pdf format to:

Sheryl Weller  
Chief Financial Officer/Human Resources  
Greater Wichita Partnership  
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