



TEACHFOR
AUSTRALIA

JOB ADVERTISEMENT TALENT ACQUISITION CONSULTANT / CAMPUS RECRUITER

Employment Type: Full time
Maximum term contract until 31 December 2021 (possibility of extension)

Location: Perth, Western Australia

- **Flexible work practices (including the option to work from home)**
- **Passionate, professional and diverse team working to close the education gap**
- **Allowance and time off work for professional development**

About the Position

To source, compel and support talented and diverse individuals to apply to Teach For Australia's Leadership Development Program.

About the Team

As Teach For Australia seeks to grow to scale the Recruitment Team is responsible for finding Australia's future leaders. By helping our country understand that educational inequity represents the biggest issue facing our society, we aim to attract the most diverse group of tomorrow's leaders to the program and build the reputation of the most aspirational employer in Australia.

About You

This role is for you if you're excited to source, attract and compel talent with great leadership potential to apply to our program. Alongside your relevant work experience, you'll love nothing more than developing relationships with a variety of key stakeholders and leading a local recruitment strategy to ensure that Teach For Australia's attraction campaign is executed to a high level. We're looking for:

- A bachelor's degree in any discipline
- Ability to influence, inspire and motivate people to quickly develop relationships with potential recruits and other individuals
- Outcome driven - thrives when working to set targets
- Strong communication and interpersonal skills (including strong presentation skills)
- Passion for our vision, with a strong fit with our core values

How to Apply

For an opportunity to take your place in this life-changing organisation:

1. **[Apply here](#), by 11:59pm on Sunday 6 September 2020** and
2. Email your CV to jobs@teachforaustralia.org, with the subject line 'Application: Talent Acquisition Consultant' (ensure your CV is clearly labelled with your full name.)

Please note that shortlisting will occur on a rolling basis. All enquiries can be directed to jobs@teachforaustralia.org.

Teach For Australia values diversity, and encourages applicants of all backgrounds to apply. Please note that you must have the appropriate right to work in Australia in order to be eligible for this role. Successful candidates will be required to undertake a National Police Clearance, and obtain a valid Working With Children Check. For more information about Teach For Australia and its impact on educational disadvantage, please visit <https://www.teachforaustralia.org/>.

JOB DESCRIPTION

Role Title:	Talent Acquisition Consultant / Campus Recruiter		
Function:	Recruitment	Financial Accountability:	\$NIL
Reports To:	Recruitment Team Manager	People Management:	0 first level 0 second level

Role Purpose

To source, compel and support talented and diverse individuals to apply to Teach For Australia's Leadership Development Program.

Qualifications and Experience

Essential

- A bachelor's degree in any discipline
- At least two years relevant experience in a dynamic working environment

Desirable

- Experience in recruitment, marketing, sales, advocacy, campaigning, development or fundraising, AND/OR
- Experience working as an Associate or staff member with a Teach For All network partner

Skills, Attributes and Knowledge

Essential

- Ability to influence, inspire and motivate people to quickly develop relationships with potential recruits and individuals in organisations
- A self-motivated and entrepreneurial individual with a commanding presence
- Passion for our vision, with a strong fit with our core values
- Strong communication and interpersonal skills (including strong presentation skills)
- Demonstrated experience in planning, organising and managing various projects to meet goals and objectives – consistently using data to track progress against targets and course correct where needed
- Tenacity and resilience in tracking and leveraging key relationships
- Flexibility – comfortable working within ambiguity
- Appetite to learn and develop
- Strong work ethic – an orientation to work efficiently and effectively
- Willingness to travel up to 30% over the course of the year

Key Accountabilities

Attraction, Selection and Associate Engagement

- Developing and executing region and university-specific plans (in alignment with broader attraction strategy) to meet ambitious application and hire targets
- Actively identifying and meeting with the most outstanding talent, successfully influencing them to apply for the program
- Using sound judgement in executing assessment and associated duties as part of the Associate selection process
- Ensuring that successfully selected Associates have the mind-sets and knowledge to be fully prepared to join the Program, and executing a range of activities to engage, inspire and build community and connection amongst incoming Associates

Stakeholder Management and Strategic Thinking

- Building, maintaining, and leveraging relationships with a variety of stakeholders to increase brand awareness and application numbers from within our target markets
- Analysing campaign data to identify trends and opportunities by tracking all activity in Salesforce (constituent management platform), regularly reviewing progress towards goals, and course correcting where necessary

Team Management

- Managing a small team of casual, student Campus Brand Ambassadors who work to build Teach For Australia's brand awareness on university campuses

Our Values

Empowering Greatness

We see great possibilities and strive to bring them to life. We seek to lead by example and are agents for change in ourselves, in students and in our society. We create empowering learning environments that enable others to excel.

Collaboration

We strive to build effective, professional relationships within and across sectors. We have a collaborative mindset that opens us to the opportunities and expertise available through partnerships. We work together - within the organisation, with Associates and with partners, to achieve the individual and systemic changes we seek.

Innovation

We bring energy and creativity to everything we do. We are excited by new ideas and look for new ways to do things that will bring us closer to achieving our goals. We embrace the opportunity to operate outside our comfort zone as a chance to grow and innovate.

Outcome Driven

We are inspired by ambitious goals and pursue them with determination. We use fact-based data to think critically about problems and solutions. We take personal responsibility for delivering meaningful, measurable impact within timeframes that are challenging and motivating.

Humility and Learning

We respect and seek to learn from the communities we serve and the people with whom we work. We recognise the limits of our own experience, ask questions and seek diverse perspectives to inform our views. We work with curiosity and resourcefulness, engage in honest self-reflection and look for ways to continuously improve.

Resilience

We are resilient when faced with obstacles and undaunted by the scale of the change we seek. We rise to the challenge and never forget why we do what we do.