

# United States Jobs Expertini®

## Talent Advisor

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Company: Prodege

Location: United States

Category: business-and-financial-operations

The **Talent Advisor** has a pivotal role in talent acquisition, and is responsible for helping drive recruitment initiatives and acting as a strategic partner to our business leaders, guiding them in talent planning and acquisition. This position requires expertise in candidate evaluation, market analysis, and strategic job design, with an emphasis on enhancing the organization's employer brand and fostering positive stakeholder relationships.

### **Prodege:**

A cutting-edge marketing and consumer insights platform, Prodege has charted a course of innovation in the evolving technology landscape by helping leading brands, marketers, and agencies uncover the answers to their business questions, acquire new customers, increase revenue, and drive brand loyalty & product adoption. Bolstered by a major investment by Great Hill Partners in Q4 and strategic acquisitions of Pollfish, BitBurst & AdGate Media in , Prodege looks forward to more growth and innovation to empower our partners to gather meaningful, rich insights and better market to their target audiences.

As an organization, we go the extra mile to “Create Rewarding Moments” every day for our partners, consumers, and team. Come join us today!

### **Primary Objectives:**

#### **Strategic Talent Acquisition:**

#### **Candidate Assessment:**

#### **Collaboration and Stakeholder Management:**

#### **Job Design and Evaluation:**

## **FLSA Compliance:**

## **Market Compensation Analysis:**

## **Job Design and Evaluation:**

**Qualifications** -To perform this job successfully, an individual must be able to perform each job duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

**Detailed Job Duties:** (typical monthly, weekly, daily tasks which support the primary objectives)

## **Strategic Talent Acquisition:**

Support end-to-end recruitment of talent for all functions within the organization, ensuring a high standard of candidate experience.

Proactively source top-tier professionals utilizing advanced sourcing strategies by leveraging advanced recruitment tools including Generative AI.

Build and maintain a talent pipeline for future hiring needs.

Collaborate with hiring managers to understand staffing needs, focus employer branding, promote diversity initiatives, and develop effective recruitment strategies.

Stay current on employment laws and practices.

## **Candidate Assessment:**

Utilize advanced interviewing techniques to assess candidates' qualifications, cultural fit, and potential contributions to the organization.

Provide insights on candidate selection, ensuring alignment with job requirements and organizational culture.

## **Collaboration and Stakeholder Management:**

Cultivate strong relationships with hiring managers, and leadership to positively influence hiring decisions.

Act as a strategic partner, providing recruitment expertise to drive organizational success.

Stay up to date on industry trends through conferences, and commercially endorsed resources

### **FLSA Compliance:**

Provide expert guidance on Fair Labor Standards Act (FLSA) regulations to ensure compliance in all recruitment and compensation activities.

Participate and assist with regular audits to assess and enhance adherence to FLSA standards.

### **Market Compensation Analysis:**

Conduct comprehensive market analysis to stay abreast of industry trends and ensure competitive compensation packages.

Collaborate with leadership to develop and implement effective compensation strategies for attracting and retaining top talent.

### **Job Design and Evaluation:**

Collaborate with department heads to define and refine job descriptions, ensuring alignment with organizational goals and industry benchmarks.

Conduct job evaluations to determine appropriate job classifications and salary grades.

### **What Success Looks Like:**

A successful Talent Advisor would be recognized for significantly enhancing the talent acquisition process, notably through effective end-to-end recruitment strategies that incorporate advanced sourcing tools and Generative AI. They would have a proven track record of attracting and assessing candidates not only for skills but also for cultural fit, directly contributing to the organization's diversity and employer brand. Their collaborative efforts with hiring managers and leadership will have led to the hiring of top talent in alignment with organizational goals and objectives.

**The MUST Haves:** (ex: skills, education, experience, certifications, licenses)

Minimum of 3 years of experience full cycle recruiting for roles in all functional disciplines.

Persistent balancing of the role as company advocate, high touch candidate ambassador, compliance specialist, team collaborator and peer mentor, knowledgeable business partner, and curious professional.

Proficiency with Applicant Tracking Systems (ATS) and HR databases.

Proven ability to handle multiple positions simultaneously and manage time efficiently.

Strong understanding of recruitment processes and candidate selection methods.

Strong understanding of job design principles and job evaluation processes.

Excellent interpersonal and communication skills, with the ability to collaborate effectively with various stakeholders.

Demonstrated ability to work in a fast-paced environment and manage multiple priorities.

**The Nice to Haves:** (preferred additional skills, education, experience, certifications, licenses)

Bachelor's degree in Human Resources, Business Administration, or a related field (preferred).

Previous experience working in the Market Research or Affiliate Marketing industry is a plus.

In-depth knowledge of Fair Labor Standards Act (FLSA) regulations and their application in recruitment and compensation.

**Pay Transparency:**

The anticipated base salary range for this position is \$80, to \$90,. The final salary offered to a successful candidate will be dependent on several factors that may include, but are not limited to; the type and length of experience within the job, type and length of experience within the industry, the type and length of knowledge and skills for the position, education, training, etc. Prodege is a multi-state employer and final compensation within this range could be impacted by work location. Please note that the compensation details listed in US role postings reflect the base salary only, and do not include bonus, equity, or benefits.

**Prodege Benefits:**

Prodege offers a comprehensive benefits package to US Full-time employees including medical, dental, vision, STD, LTD and basic life insurance. Employees receive flexible PTO, as well as paid sick leave prorated based on hire date. US Employees have eight paid holidays throughout the calendar year. Employees receive an option to purchase shares of Company stock commensurate with their position, which vests over four years.

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