

## Talent Acquisition Lead

At Vizance, we are always moving forward, with an attitude of true partnership among our fellow associates, our clients, our insurance company partners and our communities.

“Vizance” is a unique name that we created. It means **“moving forward”** and is pronounced VIZE-ense (combination of Vision and Guidance). The name embodies our vision: To be the leader in associate loyalty and client relationships.

### WHY JOIN VIZANCE?

Vizance has over 170 associates in 13 locations throughout Wisconsin, and is among the top 1% of all insurance agencies in the United States, based on agency revenue. We have earned several awards, including Top Workplaces, Best Places to Work, Future 50, and Fastest Growing Firms, and we are proud to be a Minority-Owned Business Enterprise (MBE).

### WHAT'S YOUR IMPACT?

Our fast growth and insistence on hiring only the best have necessitated adding a full-time Talent Acquisition Lead to our home office in Hartland. This role will be responsible for filling mostly sales, client service, and office positions. The ideal candidate is passionate about building a fantastic team of associates and making an impact. We have bold hiring goals, and this position is absolutely critical to our success.

### WHAT YOU WILL LIKE ABOUT BEING AN ASSOCIATE AT VIZANCE

- Comprehensive employee benefits package including medical, dental, vision, life, and disability insurance
- 401(k) match
- Paid training and mentorship
- Sponsored education opportunities
- You'll be a part of an associate first culture
- We like to have fun! We host multiple associate events throughout the year
- “Dress for the Day” dress code
- Security of working for a stable, independent agency with a strong history of growth and a defined path for internal succession

### WHAT YOU WILL DO AT VIZANCE

- Manage the full life-cycle recruitment process for positions including developing job descriptions, posting positions, sourcing prospective candidates, screening and interviewing candidates
- Develop hiring plans, source, evaluate and close high-quality talent
- Design and implement overall recruiting strategy for each position within the company
- Proactively develop pipelines of both active and passive candidates through creative sourcing techniques
- Partner with team leaders to understand and ensure alignment on the specifications of each role needed
- Collaborate with Marketing Department to use social media and company branding to attract top talent and build ongoing relationships
- Be a brand ambassador for Vizance by participating in networking events and career fairs
- Assist in building a recruiting process that is scalable and able to support our fast growth
- Provide a positive and memorable candidate experience
- Ensure that a positive and professional image of Vizance is conveyed to our candidates



## WHAT YOU WILL BRING TO VIZANCE

- A minimum of three years of sourcing and recruiting experience for professional positions
- A positive, friendly and enthusiastic attitude
- Self-starter attitude with the ability to manage multiple candidates, searches and projects effectively
- Strong interpersonal communication and organization skills
- Excellent software aptitude (MS Office Suite, various vendor sites/platforms)
- Basic understanding of HR law, regulations and best practices
- Strong negotiation and sales process management skills
- Ability to exercise discretion with confidential information

If you are looking for a promising career in a growing organization, then we want to hear from you!

Send resume to [careers@vizance.com](mailto:careers@vizance.com)

