

Executive Director of Talent

The Executive Director of Talent will be responsible for the overall people of the business and the champion for operational excellence through recruiting, onboarding, training, and development.

Key Responsibilities:

- Recruiting & Onboarding
 - Schedule and conduct 1st round interviews; Coordinate and schedule 2nd and 3rd round interviews with other Directors
 - Create and maintain a remarkable orientation process that creates excitement for all incoming Team Members helping them embrace our caring culture
 - Utilize our Workstream systems to successfully onboard every new Team Member in a timely manner
 - Be innovative and creative to recruit high level talent to continually build depth within our team and leadership team
- Training
 - Oversee/Support Training Director to ensure our team is thoroughly trained and equipped to perform in their role
 - Adequate number of Learning Coaches to successfully execute Restaurant's Training Plan
- Development
 - Develop a culture of growth-minded team members and leaders
 - Facilitate quarterly Team Member evaluations
 - Complete Team Member engagement survey bi-annually, utilizing feedback to continually improve the culture of the organization
 - Oversees Team Leader Development Process to ensure we have a fully staffed leadership team
- Successfully communicates all goals, initiatives and measurements to Team Leaders and Team Members (Annual Vision)
- Maintain a positive working relationship and treat all team members with respect while providing them with direction and feedback
- Provide weekly updates due at 5:00pm on Saturday with agreed upon metrics and project details

Success Factors:

- Fully staffed leadership team with 4 Executive Directors, 5 Directors and 12 FOH Team Leaders
- Fully staffed team that enables a performance-based scheduling approach
- Every leader and team member fully communicates our business vision, core values and how their role contributes to achieving it
- Our team is made up of 90% "A Players" (determined by quarterly evaluations)
- Reduce turnover rate by elevating hiring practices and providing consistent positive feedback

Key Traits:

- Exhibit superior knowledge of our purpose, vision and core values
- Intentional Observation of Team Leaders/Team Members for employee evaluations
- Embodies a Growth mindset and takes initiative to grow our brand
- Be able to solve problems using critical thinking skills and appropriate resources
- Offer and receive peer-to-peer coaching and accountability to continually improve the business
- Embodies the core values of the organization which include servant spirit, hustle, optimism, and ownership
- Lives out the Organization's Vision: To be East Pasco's Most Caring Company