

The University of Rochester Medical Center's Talent Acquisition team continues to grow and is seeking a talented individual to join our team as the **Director of Faculty Recruitment**. This is an exciting opportunity to establish a proactive recruitment program that reinforces equitable access to our opportunities and supports our effort to recruit individuals from widely diverse backgrounds, leading to inclusive representation at the faculty level.

The **Director of Faculty Recruitment** leads the newly created Faculty Talent Acquisition division of Human Resources, working collaboratively with Medical Center Chairs, Chiefs, and divisional leadership. The **Director of Faculty Recruitment** and their team will provide strategic guidance and support for filling faculty openings in our research and clinical areas.

**The Director of Faculty Recruitment will achieve this by:**

- Collaborating closely with the Senior Director of Talent Acquisition, UPMC's VP of HR and UPMC leadership to execute recruitment plans that secure top talent in identified areas. Will provide advice and guidance around best practices for recruiting clinical and research faculty, consulting with client managers and Chairs to establish relationships and create mutually beneficial partnerships.
- Working with faculty leadership and Marketing to incorporate UPMC's employer brand and mission of equity and inclusion into a recruiting strategy that attracts highly qualified clinical and research faculty from all backgrounds.
- Providing direction to Faculty Recruitment Specialists, aligning their activity to support search committee formation, department interviews, candidate visits and finalist selection. This includes developing processes that provide candidates with a rewarding overall experience.
- Evaluating current programs/policies associated with clinical and research faculty recruitment, developing new and innovative approaches for outreach and recruitment; continually evaluating policies to ensure goals and objectives are being met, recommending and implementing changes when appropriate.
- Leveraging data to determine the effectiveness of recruitment efforts and to calibrate recruitment strategies. Will present findings and convey program goals and outcomes to senior leadership.

**The desired candidate will bring:**

- 5+ years of experience in clinician (APP, Physician) and/or scientific research recruitment
- At least 3 years' experience managing a recruitment function and team
- Prior recruiting experience within an Academic Medical Center is helpful

**Job ID # 227348**

**To Apply:** <http://bit.ly/3vwjGj4>

Candidates are asked to submit a Statement of Equity and Inclusion to demonstrate their support of UR's commitment to equity, diversity, and inclusion as a mission-driven institution. This statement should include their professional accomplishments that foster equitable and inclusive practices, and/or the candidate's vision for creating a culture of diversity, equity and inclusion in their role.

*The University of Rochester is committed to fostering, cultivating, and preserving a culture of diversity and inclusion. The University believes that a diverse workforce and inclusive workplace culture enhances the performance of our organization and our ability to fulfill our important missions. The University is committed to fostering and supporting an environment inclusive of people regardless of their race, ethnicity, national origin, gender, sexual orientation, socio-economic status, marital status, age, physical abilities, political affiliation, religious beliefs, or any other non-merit fact, so that all employees feel included, equally valued and supported.*