

# LOOKING FOR glow worms!



Role : Senior Talent Partner (Full Time)

Location : 100% Remote; with domestic / international travel

## What's the role of a Senior Talent Partner?

We are looking for a purposeful, inquisitive and enterprising individual who has a passion for connecting talent with the best career opportunities, approaches hiring with a consultative mindset, and takes an integrative view of talent within the organization from hiring to onboarding to continuous performance and growth thereafter.

The Glow Worm Senior Talent Partner is responsible for closely collaborating with hiring stakeholders within Glow Worm; bringing greater definition and clarity to role requirements and competencies across all proficiency levels; introducing innovative talent practices that are objective and inclusive; and finally, identifying, attracting and recruiting great talent into Glow Worm.

## Who is Glow Worm Consulting?

Glow Worm Consulting is a boutique learning and organization development firm that works with diverse stakeholders – individuals, teams, organizations, institutions, communities – to make them more meaningful, impactful and happier human systems. Everyday, through the practical application of behavioral sciences, we work to build a world where everyone learns, grows and smiles. We only co-create their environments, facilitate discovery and simplify action, to help our clients realize their true potential. We work with clients around the world, many of whom have their significant presence in India and across the African continent. We love every bit of what we do, immerse ourselves in every client's own unique context and take immense pride in delivering positive outcomes for them.

Every glow worm will always find in Glow Worm Consulting, a firm that invests in nurturing and growing them, genuinely cares about their well-being and happiness, is supportive of their personal priorities and, demanding of outstanding performance and commitment.

*Psst... More than the role, the secret is how you do it!*

*Let us tell you a story...*

*Could be... You!*

## Who is a glow worm?

The best way to understand who a glow worm is, is to read through our [Values and Culture](#) page. It is what we live and experience every day.

## What is this role about?

Could be...  
You!

### The Glow Worm Senior Talent Partner

- Strategizes and plans for talent, including evaluating and designing long-term career paths for new roles; developing comprehensive recruitment strategies; designing impactful and engaging onboarding experiences; and crafting thoughtful technical competency frameworks differentiated across roles and proficiency levels..
- Develops and maintains strong relationships with candidates, acting as a point of contact and providing regular updates; ensuring a seamless and positive candidate experience throughout the recruitment process.
- Tracks and analyzes recruitment and onboarding metrics to assess the effectiveness of sourcing strategies and make data-driven improvements.
- Fosters a safe space for new hires and ensures their onboarding experience invites their unique perspectives and skills into Glow Worm; helps them form a network of supportive relationships with their colleagues; and sets them up for success in their roles.

## 100% Remote Work

We are a 100% remote organization, so you need to be comfortable with and enjoy working in your own space and building relationships remotely. You must

- Have a stable, high-speed internet connection with capability to do daily, uninterrupted video calls
- Have a physical space / set-up to log-in and work from home
- Manages the selection process and interviews, including:
  - Sourcing and screening candidates including adopting innovative sourcing techniques to attract a diverse pool of qualified candidates
  - Conducting phone and video interviews to assess candidate suitability.
  - Coordinating and scheduling interviews, ensuring an efficient and positive candidate experience.
  - Collaborating with hiring managers to evaluate candidates, provide feedback, and make informed hiring decisions.

To become a Glow Worm Senior Talent Partner, you must have...

- Proficiency with at least two talent processes
- Firm grasp of the significance and impact of organizational values
- Interest in organizational diversity, equity, inclusion and belonging
- Project management skills
- Native proficiency in written and spoken English
- Comfort with MS Office and Google suite

To become a Senior Talent Partner, you get brownie points for...

- Familiarity with at least one popular applicant tracking system (ATS)
- Understanding of inclusive hiring practices including testing for gendered language and minimizing unconscious bias
- Bi-lingual proficiency in at least one other language
- Interest in people analytics and automation

THINK YOU are a  
glow worm?

