

LOOKING FOR glow worms!



Role : Talent Partner (Full Time)

Location : 100% Remote

What's the role of a Talent Partner?

We are looking for an inquisitive, collaborative and open-minded individual who has a passion for connecting talent with the best career opportunities, approaches hiring with a consultative mindset, and is convinced that exceptional candidate experience is non-negotiable for every single candidate, no matter the outcome of the hiring process.

The Glow Worm Talent Partner is responsible for closely collaborating with hiring stakeholders within Glow Worm; bringing greater definition and clarity to role requirements; introducing innovative hiring 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 Talent Partner

- Strategizes and plans for hiring, including collaborating with hiring managers to understand their talent needs and develop comprehensive recruitment strategies; and conducting job analysis to create accurate role descriptions and specifications.
- 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 metrics to assess the effectiveness of sourcing strategies and make data-driven improvements.
- Sources and screens candidates including:
 - adopting innovative sourcing techniques to attract a diverse pool of qualified candidates;
 - utilizing various sourcing channels (job boards, social media, professional networks, etc.); and,
 - thoroughly screening all resumes and applications to evaluate candidate qualifications, fit with role requirements, and alignment with our Glow Worm values.

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:
 - 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 Talent Partner, you must have...

- Sources and screens candidates including:
- Excellent communication and interpersonal skills
- Ability to work independently and manage multiple priorities at a time
- Deep and active listening skills
- Ability to foster safe spaces in all interactions, virtual and in-person
- Native proficiency in written and spoken English
- Comfort with MS excel, Google Sheets and Google forms

To become a 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?

