

# ReCor Medical

Ultrasound Denervation Therapies

## **Director, Talent Acquisition**

Department: Human Resources

Reporting to: Senior Director, Human Resources & Administration

Location: Palo Alto

Workplace type: Hybrid

## **About ReCor Medical**

At ReCor Medical, we are pioneering Ultrasound Renal Denervation (uRDN) therapy to treat hypertension, the leading cardiovascular risk factor in the world. With our Paradise™ uRDN System, we're on a mission to provide the millions of people who suffer from hypertension with a non-drug and minimally invasive option to lower their blood pressure. Join us on our journey and make a meaningful impact on the lives of people around the globe.

## **Position Summary**

The Director, Talent Acquisition will be leading the recruiting efforts for finding, hiring – and retaining talented candidates. In addition, the role is responsible for managing the recruitment and onboarding strategic direction and maintaining effective recruitment metrics, processes, systems and tools. The Director, Talent Acquisition will partner and collaborate with leadership, hiring manager, and HR colleagues and will execute against the recruitment strategy to attract and assess ideal talent for ReCor and delivers an exceptional candidate and hiring manager experience, as a trusted partner to all stakeholders. This position reports directly to the Sr. Director, Human Resources & Administration.

## **Responsibilities and Duties**

- Develop and maintain a sustainable talent acquisition strategy that meets current and future needs of the business
- Effectively manage multiple requisitions and candidates during high volume periods while creating and owning a positive candidate experience
  - Build and maintain a strong employer brand that reflects our culture and core values
  - Manage and oversee the full cycle recruitment process
  - Implement Diversity, Equity, and Inclusion initiatives to attract a diverse workforce
  - Source both active and passive candidates utilizing creative strategies and techniques
  - Act as a partner, consultant, and advisor to management by developing, driving, and executing strategies to find and acquire diverse talent in highly competitive markets
    - Provide regular updates to the hiring managers and ensure ongoing communication
    - Provide a meaningful, mutually beneficial experience to candidates, while acting as a brand ambassador and DEI champion
  - Maintain effective recruitment metrics and report to the senior leadership team as requested
  - Design, plan and execute employer branding activities

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## **Education & Experience**

- Bachelor's Degree and 10+ years of experience in full life cycle recruiting, medical device or biopharma industry preferred
- 5+ years of experience leading a talent acquisition team
- Demonstrated ability to recruit for experienced, specialty positions in clinical, med device manufacturing, QA, R&D, Regulatory, etc.
- In-depth knowledge of employer branding techniques
- Familiarity with a variety of different selection methods (interviews, assignments, etc.)
- Proven experience in creating efficient recruiting processes
- Experience with ATS and Recruitment Marketing tools
- Excellent communication and interpersonal skills with a proven ability to take initiative
- Enthusiastic and friendly team player who is passionate about ReCor's technology and values
- Ability to thrive in a fast-paced work environment
- A high level of integrity, a solid sense of accountability and the ability to make sound decisions quickly

**Salary range:** \$215K - \$240K (Commensurate with experience, skills, education and training)

## **COVID-19 vaccination requirements**

At ReCor Medical, we care, we collaborate, we challenge, and we create. Pursuant to these core values, we are focused on the health and safety of our employees, as well as the teamwork essential for innovation of our pioneering technology.

**COVID19 vaccines are required for all ReCor US office employees effective June 10, 2021, as well as all new US office employees joining our company.** Fully vaccinated persons are those who are  $\geq 14$  days post-completion of the recommended series of an FDA-authorized COVID-19 vaccine.

## **Equal Employment Opportunity**

At ReCor Medical, we value bringing together individuals from diverse backgrounds to develop new and innovative solutions for patients. As an equal opportunity employer, we do not discriminate on the basis of race, color, religion, national origin, age, sex (including pregnancy), physical or mental disability, medical condition, genetic information gender identity or expression, sexual orientation, marital status, protected veteran status, or any other legally protected characteristic.