



## **Talent Acquisition Specialist**

***Upshot:** This is a rare opportunity to help build the future of primary care for older adults, leveraging cutting-edge talent acquisition strategies and tactics alongside a team of mission driven colleagues who understand that every hire is an opportunity to change lives for the better.*

### **What are We About**

At Patina, we believe everyone should have the opportunity to live their best lives and age with dignity. That's why we're reinventing primary care with an approach that's purpose-built for older adults and their families. Our care model is centered around the needs of the individual, and available right where they live, with comprehensive and convenient in-home and virtual care options. We enable our world-class team of clinicians and care team members with elegant, human-centered technology and tools, so they can spend more time doing what they do best: building trusted relationships and delivering great care.

Working at Patina is special. We respect each other, seek out and welcome others' perspectives, and push ourselves to grow and innovate so that we can deliver exceptional experiences to those we serve. We balance humility with confidence, and we're looking for change-makers who bring the heart and audacity to help us **profoundly improve the healthcare and aging experience for older Americans.**

### **What Makes You Uniquely Suited to Work at Patina**

Patina is seeking a Talent Specialist who cares about delivering an amazing experience for candidates, every time. You have a proven ability to sign the best candidates for any position, by making them feel valued, respected and special, by highlighting company culture and by crafting offers that consistently get candidates to Yes. You have a broad and diverse network of talent, and take pride in working independently, proactively, and with deep focus and urgency, amid a complex and fast-moving work environment.

You are a veteran at sourcing diverse talent across multiple channels, including those overlooked by other talent acquisition specialists. You'll bring excellent communication and negotiation skills, a collaborative attitude, and deeply-informed expertise to share with the team. You'll listen closely to your business partners to understand their talent needs, trying new solutions, and quickly course-correcting when needed. You balance confidence with humility, build trust through hard work, and are proud to share your superpowers with the team!

### **What You'll Do**

- Working closely with the Talent team, you will manage the full-cycle recruiting process ensuring a flawless, consistent, and exceptionally positive candidate experience and achievement of our hiring plan targets.
- Partner with Patina hiring managers and the Human Capabilities team to establish and maintain a strong working knowledge of our business and serve as a trusted partner in

supporting Hiring Managers to fully understand their talent needs and finalize their Role Descriptions.

- Build diversity recruitment strategies and partner with Human Capital team to execute on strategy
- Bolster retention rates through post hire check-ins and culture-building initiatives.
- Collaborate with the Senior Manager of Talent to build a strong employer-of-choice brand and be an ambassador for Patina's mission.
- Build reports and use data to innovate, to identify inefficiencies, and to improve your process and pipeline.
- Relate deeply and authentically to candidates, focusing on their professional aspirations and capabilities, as their personal goals and interests Consistently follow process and compliance requirements throughout the recruiting life cycle.
- Utilize cutting-edge industry tools from LinkedIn Recruiter, Hiretual, DuxSoup and others
- Lean in to support our lean, yet mighty, team to advance other programs and projects as assigned.

### **What is Required**

- 3 years of full cycle recruiting experience, preferably in healthcare or startup environments.
- 1 year of experience working with a leading ATS (Lever, Jobvite, Ashby, etc.) and/or CRM.
- Experience in utilizing AI software and websites to drive innovative sourcing initiatives to identify, assess, and build a diverse talent network.
- A proven and deep understanding of recruiting best practices and trends including DEI.
- A commitment to hard work, meticulous organization, and professional integrity.
- A relentlessly curious mind, driven to try new solutions, and quickly iterate to improve your working process.
- An aptitude for using data and reports to educate and influence leaders throughout the recruitment process.

### **What Would be Great to Have**

- Bachelor's Degree in Human Resources or Business Administration
- Strongly preferred experience working on a Talent team that has grown a company from 20 to 100 employees.
- Familiarity with compensation structures and startup-centered comp tools.
- Experience in technology recruiting (Product, Software Engineers, Designers, etc.).

### **What Patina Offers**

- Amazing, mission-based culture, with a highly talented and fast growing team
- Remote work
- Medical, Dental, & Vision Insurance
- Competitive PTO
- Compensation in cash and equity in a start-up backed by top tier VCs

- An environment where you can learn, grow your skills, financial wellness, and change the world.

*Patina is an equal opportunity employer and values diversity. We do not discriminate based on race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status, or disability status.*

For more information, please contact Talent at [talent@patinahealth.com](mailto:talent@patinahealth.com)