Talent Sourcing Specialist

Sales & Distribution
Location: Sioux Falls, South Dakota
Remote Work From Home Position
Req ID: 1900086O

We are Farmers!

Join a team of diverse professionals at Farmers to acquire skills on the job and apply your learned knowledge to future roles at Farmers. Farmers Insurance also offers extensive training opportunities through the award winning University of Farmers named by Training magazine amongst top 10 corporate training units in the world.

Want to learn more about our culture & opportunities? Check out farmers.com/careers and be sure to follow us on LinkedIn!

Job Summary

Highly skilled professional who delivers high caliber agent leads across various channels in targeted markets. Identifies talent sources and methods to attract and identify high quality agent candidates for identified opportunities within an assigned area. Screens active and passive candidates who align with our agent profile. Works proactively to fill the pipeline funnel for recruiters by conducting target searches, locating leads and capturing accurate information. Maintains relationships with recruiting teams and the sourcing manager to share feedback on trends, best practices and customer satisfaction.

Essential Job Functions

Executes sourcing techniques and approaches for agency owner candidates across specific channels. Determines eligibility of agent candidates utilizing established screening and interviewing techniques. Implements passive recruiting methods utilizing internet resources, job boards and cold calling. Utilizes tracking systems to monitor and records recruiting activities. Participates in ongoing development to identify new techniques to source for agency owner candidates across a variety of channels and platforms. Analyzes successful agent trends to identify key attributes to help build ideal agent profile. Builds and communicates knowledge of market trends and industry best practices such as competitive intelligence, labor market changes, industry layoffs and sourcing techniques. Maintains expected compliance relating to legal regulations within Farmers' strategy. Partners with leadership to continuously research and test techniques in support of agency vision, and determine talent acquisition needs and requirements of the agency ownership opportunity.

Builds and maintains strong partnerships with assigned recruiters to support local recruiting strategy by regularly communicating and providing leads aligning with our opportunity. Performs other duties as assigned.

Physical Actions

Sits or stands for extended periods of time, up to a full work shift. Occasionally reaches overhead and below the knees, including bending, twisting, pulling, and stooping. Occasionally moves, lifts, carries, and places objects and supplies weighing 0-10 pounds without assistance. Listens to, interprets, and differentiates auditory information (e.g. others speaking) at normal speaking levels with or without correction. Visually verifies and reads information. Visually locates material, resources and other objects. Ability to operate a computer for extended periods of time, up to a full work shift. Physical dexterity sufficient to use hands, arms, and shoulders repetitively to operate keyboard and other office equipment up to a full work shift.

Physical Environment

This position operates in an open office working environment which will include normal and customary distractions, noise, and interruptions.

Education Requirements

High school diploma or equivalent required. Bachelor's degree preferred.

Experience Requirements

1-3 years experience as a Farmers Recruiting or Sourcing Specialist for agency owners or experience working directly with Farmers Insurance agency owners preferred. Experience utilizing internal applicant tracking systems. Headhunting or experience as a researcher preferred.

Special Skill Requirement

Farmers is an equal opportunity employer, committed to the strength of a diverse workforce.

Schedule: Full-time

To Apply: Contact Kerri Krogman Huber, Recruiter at Farmers Insurance, 605-212-2774 or kerri.huber@farmersinsurance.com.

Job Posting: 10/18/2019