

## Senior Recruiter

### Description

EMPOWER OVERVIEWEmpower is a high-growth financial technology company on a mission to expand access to fair credit to give anyone in the world the opportunity to improve their financial security and mobility. We dream up and launch one-of-a-kind features that help our members get money instantly whenever they need it, save for the future, and rewrite their financial story. Our members see Empower Cash Advance as a life-saver, Empower Automatic Savings as a game-changer, and the new Empower Thrive line of credit (currently in beta, launching soon) as a lifeline to low-cost borrowing and the only practical path to building good credit. Empower is backed by Sequoia Capital, Blisce, and Icon Ventures. Are we the next great place to grow your impact and accelerate your career? We think so: Inc. ranked Empower #56 in the 2023 Inc. 5000 list of the fastest-growing private companies in the US (#55 in 2022). Forbes put Empower on its 2023 list of America's Best Startup Employers. Fast Company recognized the new Empower Thrive line of credit in their 2022 list of the Next Big Things in Tech. THE EMPOWER WAYGreat Expectations: We come up with bold, audacious goals for ourselves and go all out for impact. Owner Mindset: We give every employee latitude to act independently, make smart choices, and move the business forward. Spirited Debate: We love skeptics and seek counter opinions to challenge our personal assumptions and expand our view. Customer Obsession: We listen to understand, empathize, and create a memorable, rewarding experience for our community. Inclusive Collaboration: We believe diverse teams make the best decisions, and we strive to give diverse voices a seat at the table. No Jerks Allowed: We value our relationships and take the time to build trust and connection and communicate respectfully.

WHAT EMPOWER OFFERSCompetitive salary. Generous equity package. Full healthcare and dental benefits. Technology expense reimbursement. Work from anywhere.

JOB DESCRIPTIONAs a Senior Recruiter, your contributions will be instrumental in shaping our team and culture. You'll collaborate closely with our leadership team, hiring managers, and cross-functional units to drive the end-to-end recruitment process and deliver an exceptional candidate experience. Your key responsibilities will encompass:

- Strategic Ownership: Lead end-to-end recruitment lifecycle - from initiating new searches, crafting compelling job descriptions, designing comprehensive evaluation strategies, to sourcing and closing top-tier candidates.
- Seamless Recruitment Process: Create and manage a streamlined recruitment process that caters to diverse hiring needs across various teams, engineering units, and business functions.
- Innovative Sourcing: Employ inventive sourcing strategies to identify both passive and active candidates using channels like online job boards, social media, networking events, and industry symposiums.
- Mentorship and Leadership: Provide guidance and mentorship on recruitment best practices, acting as an indirect leader within the team.
- Diversity Champion: Execute unique sourcing approaches that cultivate diverse candidate pools, reflecting our commitment to inclusion.
- Interview Coordination: Manage the scheduling and orchestration of technical and non-technical interviews, facilitating constructive feedback loops between interviewers and candidates.
- Negotiation and Collaboration: Collaborate with leaders to craft competitive job offers and compensation packages that attract top talent.
- Talent Pipeline Management: Cultivate and nurture a robust pipeline of potential candidates for present and future hiring needs.
- Industry Insight: Stay informed about the latest trends and best practices in technical recruitment, integrating insights to enhance our hiring process.
- Data-Driven Approach: Develop recruiting dashboards that monitor key metrics, enabling data-backed decisions and actionable refinements.
- Process Enhancement: Continuously refine and augment recruitment processes to ensure

### Hiring organization

Empower

### Job Location

Remote - US

### Base Salary

\$ 60000 - \$ 110000

### Date posted

May 7, 2024

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efficiency and efficacy. Empower is a remote-first company. We drive connectivity through regular company offsites. Travel for company offsites is expected at a minimum 2 times a year.

**Candidate Qualifications**

- 5+ years of full cycle recruiting experience for an innovative and scaling organization (startup experience preferred)
- Ability to build rapport and establish trust with individuals in a highly competitive market
- Ability to navigate ambiguity and solve complex problems while collaborating with business partners to achieve a common goal
- Ability to thrive in a data and metrics driven environment
- Consultative communication skills while working with internal and external stakeholders at all levels of an organization
- A positive and team-oriented approach to your work
- Proficiency in leveraging an ATS

\$100,000 – \$135,000 a year

This salary range includes several career levels at Empower and will be discussed further during the interview process. The salary range is based on a variety of factors such as candidate experience, qualifications, and business needs. The base pay range is subject to change and may be modified in the future.

Please mention the word **\*\*INVIGORATING\*\*** and tag `RMzUuMjM2LjE5NS4yNTI=` when applying to show you read the job post completely (`#RMzUuMjM2LjE5NS4yNTI=`). This is a beta feature to avoid spam applicants. Companies can search these words to find applicants that read this and see they're human.

## **Contacts**

Job listing via [RemoteOK.com](https://www.RemoteOK.com)