

Job Title and location

Date Job Posted: April 21, 2008

Date Job Posting Expires: August 1, 2008

To Apply : Please email your resume to talent@nike.com

Description of main accountabilities of the role:

As our Executive Talent Scout, you'll relentlessly network to build and leverage a pool of qualified, diverse Executive Talent. You'll develop aggressive sourcing channels to find the very best Executive Talent, including but not limited to: Research (internal/external), networking, direct sourcing, internet recruiting, associations, advertising, industry events, employee referrals, community events and diverse organizations. You'll manage the contact management database, ensure the timely entry of candidate records and details and consistently maintain data integrity. You'll also build, manage and leverage relationships to ensure available pools of talent for current and future openings. You'll be responsible for timely and accurate communication with all prospects. You'll always maintain a balance between the best interests of the organization and candidates. Furthermore, you'll assess talent against the critical needs of the position and functional criteria. You'll benchmark candidates and influence the Hiring Manager in the selection of top talent. You'll drive the recruitment progress; regularly obtain and provide timely feedback and develop solutions for customers, adapt to changing business needs and ensure that the action plan meets all needs and commitments. You'll also be responsible for timely skill-based feedback with talent. You'll partner with the Hiring Manager, HR, and Compensation to negotiate an appropriate offer, and provide a clear understanding of the candidate's perspective. You'll partner with the Hiring Manager to negotiate and close the candidate on the total opportunity and Nike. Moreover, you'll build and maintain a thorough understanding of Nike's core businesses, organizational structure, key players, and overall business strategy. You'll develop, build and maintain the expertise of the competitive marketplace and industry. You'll also develop a recruiting plan for each opening in partnership with the Hiring Manager to include departmental needs, a successful candidate profile, target list of companies, and a specific diversity strategy. You'll attend critical business meetings with stakeholders on a regular basis. You'll ensure Executive Talent is networked with appropriate business stakeholders. In addition, you'll partner with the business and HR partners to ensure Best-in-Class candidate experience.

Qualifications Requirements for the position include:

- Bachelor's degree in business or related field (Master's degree preferred)
- 12+ years' progressive responsibility in the recruitment of senior level executives
- Excellent written/verbal communication skills
- Detail-oriented, and ability to creatively seek viable solutions to different situations
- Awareness and sensitivity to successfully work with diverse groups of people
- High degree of organizational awareness and ability to work across and leverage matrix relationships
- Proven experience building and leveraging business partnerships that drive results
- Excellent time/program management skills
- High degree of independent decision making and problem-solving capabilities
- Ability to manage multiple priorities with aggressive time lines and flexible enough to quickly adjust and respond to multiple changes
- Strong assessment skills with business and talent
- Ability to be innovative and offer up creative solutions to changing business needs
- Proven influence skills and ability to work across a wide range of cross-functional stakeholders
- Ability to quickly learn and stay current on industry and marketplace trends
- Solid presentation and facilitation skills
- High degree of resource efficiency
- Extensive retained-recruiting experience with a recognized global search firm preferred

Job Function (i.e. HR, IT, Legal, Marketing, Product Management, Retail, Sales, Strategic Planning, Supply Chain etc.) : HR

Location (country/city where the role is based) : Hong Kong

Organization (line of business) – Asia Pacific HR

Schedule (Full-time, part-time, job share etc.): Full Time

Travel (if yes, incl. % of time): 20%

Recruiter: Thomas Paik

Non-Compete Required - No

Relocation Available - No

Band: E