



## **Position: Senior Recruiter (Corporate)**

**Location: Flexible.** May work from one of our offices in the SF Bay Area, Washington, D.C., Denver or a home office. COVID-19: all employees are working from home for the foreseeable future until COVID risk is diminished.

### **About Kingfish Group**

Kingfish is a different kind of private equity firm. We have pioneered a new approach to private equity investing that places us at the intersection of people, ideas, and capital. At the core of our efforts are deep, systematic relationships with proven operating executives. Our firm comprises two core business segments; our private equity investment business and an advisory business that supports a limited set of high-performing PE sponsors as they identify, invest in, and grow businesses. Our philosophy is to find the best people and give them the freedom to learn, innovate and outperform. In that spirit, we are structured to ensure that each individual contributes substantially to firm strategy and goals, and there is extensive feedback on performance. We pride ourselves on assembling high-performing teams to pursue inspiring goals.

### **Position Summary**

As a recruiter at Kingfish Group, your mandate is to build the future of the firm. We are acutely aware that to achieve excellence in our work, we need to hire the very best to join our team; this makes the recruiter position particularly critical. Your responsibilities will include: (a) Meet our recruiting targets & crafting a recruiting strategy to accelerate our ability to recruit for each open position (b) Develop our recruiting process & infrastructure, driving efficiency and creating an exceptional candidate experience (c) Develop a proactive recruiting posture where we are always recruiting.

### **Responsibilities**

#### **Meet our recruiting targets & craft a recruiting strategy to accelerate our ability to recruit for each open position**

- Recruit the very best candidates for our investment and advisory positions as well as other functional professionals for the firm's US-based openings
- Serve as an advisor to team managers, jointly crafting new roles and strategies to attract the very best
- Ensure our global recruiting efforts are coordinated and successful, serving as a coach and sounding board for India based counterparts

#### **Develop our recruiting process & infrastructure, driving efficiency and creating an exceptional candidate experience**

- Identify and implement creative solutions that accelerate our recruiting and improve the visibility of our key recruiting metrics
- Identify and implement improvements ensuring an exceptional experience through onboarding

#### **Develop a proactive recruiting posture where we are always recruiting**

- Craft & kick off a US Campus Strategy for Fall 2021
- Identify and develop relationships with the best talent pools for new and recurring openings

### **Qualifications & Attributes**

- Demonstrated track record of successfully placing candidates in similar positions
- **Core Recruiting Skill:** Excellent judgment with a proven ability to identify, vet, and close candidates;
- **Process Oriented:** thoughtful and systematic in their approach to measuring and improving a process
- **Project Management:** ability to manage multiple concurrent searches within tight timelines
- **Proactive & Collaborative:** team player that takes initiative to improve the team and the firm