Job Description

Be #AmazingatAvante

Talent/Recruitment Manager

Job Description

Position	Talent/Recruitment Manager
Reporting to	Director of People & Organisation Development
Responsible for	Talent Team

Job Context	Avante Care & Support provides residential and domiciliary care services to 1000+ residents and service users in London and Kent.
Job Location	The role is based at head office
Job Summary	Lead recruitment for frontline social care, business support, and management roles across homecare, extra care, residential services and head office. Drive and deliver innovative attraction campaigns and partnerships, including across the digital, community and early careers space, maintain effective recruitment systems and website content, and promote our employer value proposition (EVP). Manage and develop the Talent team to ensure high-quality, values-aligned recruitment.

Main Responsibilities:

- Lead end-to-end recruitment for social care, business support and management roles, ensuring a sustainable pipeline aligned to workforce needs and Avante's strategic objectives.
- Develop and deliver innovative attraction strategies (digital, non-digital, social media, partnerships and direct sourcing) and oversee campaign performance, reporting and continuous improvement.
- Ensure accurate recruitment assets, careers website content and strong employer value proposition (EVP) alignment, strengthening the overall candidate experience.
- Maintain compliant recruitment processes, robust audit practices and provide regular recruitment, pipeline and metrics reporting.
- Partner with managers and People/L&D/Operations teams on workforce planning, onboarding, retention and eliminating agency reliance.
- Manage agency relationships, negotiate competitive terms and improve visibility of usage.
- Line-manage, develop and support the Talent team, fostering a collaborative culture aligned with Avante's SPARKLE values.
- Support international recruitment by working closely with POD colleagues and the immigration advisor, offering pastoral support, promoting cultural awareness and developing resources to aid integration.
- Maintain continuous professional development and contribute to wider POD activities as required.

Please note

From time to time your manager may ask you to undertake reasonable tasks not stated within this role profile but commensurate with your position. Avante Care & Support also reserves the right to review and update this profile to reflect the changing needs of the job. However, any significant changes will be discussed in consultation with you.

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Person Specifications

	Essential	Desirable
Education		
Experience	• Robust recruitment experience in a relevant sector. • Experience of developing and implementing successful community, early-careers and return-to-work recruitment initiatives • Experience of implementing successful digital recruitment initiatives • Experience managing agency suppliers and external partnerships. • Experience with employer branding and employer value proposition (EVP) development. • Experience producing good written reports and presentations.	• Recruitment experience in a health or social care environment.
Skills/ Competencies	• Skilled in using and managing recruitment systems and digital attraction tools (including social media and Canva). • Strong leadership, communication and relationship-building skills. • Excellent verbal communication and influencing skills. • Good analytical skills • Good organisational and planning skills	
Knowledge	• Understanding of the health and social care sector's challenges. • Understanding of safer recruitment and CQC recruitment compliance standards. • Knowledge of workforce planning and talent management.	• .
Qualities	• Ability to work collaboratively and uphold SPARKLE values. .	

Please note: This is an essential car user position and the role is subject to an enhanced Disclosure Barring Check

Continuing Professional Development

Requirement	Example
Participation in relevant external networks and events	CIPD events