

# Senior Talent Mobility Engagement Partner

1244 Senior Human Resources Analyst

## Working at SFO

San Francisco International Airport (SFO), an enterprise department of the City and County of San Francisco (CCSF), has approximately 1,700 CCSF employees and strives to be a [diverse, equitable, and inclusive employer](#). Our core values are **Safety** and **Security**, **Teamwork**, **Excellence**, **Care**, and **Equity**. Visit [www.flysfo.com](http://www.flysfo.com)



## The Senior Talent Mobility Engagement Partner

You will be part of the People, Performance and Development's (PPD) Talent Mobility team and be responsible for hiring, developing, and supporting SFO's workforce. Under general direction of the Talent Mobility Manager, you will perform important professional and technical work in talent mobility, focusing on program development and monitoring, program evaluation, recruitment, training, coaching job evaluation, job development, career services, and professional assessment. The Senior Talent Mobility Engagement Partner will work closely with a dynamic team that is passionate about professional growth and development and plays a significant role in the employee journey by supporting internal growth and mobility.

## Your impact:

- **Develop and administer internal pipeline programs:** From data analysis to referrals, you'll be a driving force behind workforce development, career mobility, and educational pathways, ensuring success for Airport Commission employees.
- **Serve as a catalyst for employee growth:** Conduct intakes, assess needs, and make referrals for Talent Mobility services, providing personalized support for employees' career goals.
- **Be the go-to source for employee support:** Whether it's resume and cover letter reviews, job application guidance, or Civil Service examination information, you'll be the guiding light for employees seeking to advance their careers.
- **Empower employees:** Offer insights and resources to overcome obstacles, such as educational requirements and soft skills development, to help them progress in their careers.
- **Coach for advancement:** Coach employees at all levels, from line staff to management, to support their career progression and professional development.
- **Measure success:** Track and evaluate program metrics to ensure we're on the right path and share your findings through reporting.
- **Adapt and align:** Stay nimble by adjusting pipeline programming to match changing department goals, policies, and initiatives.
- **Continuous improvement:** Through data analysis, identify opportunities to enhance career mobility and retention rates within Talent Mobility services and pipeline programs.
- **Enhance internal mobility:** Identify learning opportunities that align with pipeline programming, addressing employees' unique career stages and needs.



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- **Drive personal growth:** Assess skills, performance, and goals, and connect team members with coaching or development opportunities to help them reach their professional goals.
- **Support Career Pathway hiring initiatives:** Develop and implement strategies for recruiting new talent, ensuring alignment with organizational goals and pipeline programs. Manage Career Pathway recruitment and selection process, including liaising with the Department of Human Resources, preparing job announcements, and reviewing and screening applications.
- **Promote opportunities:** Develop, market and manage program offerings, including the Job Shadow Program, workshops, and events through various outreach methods to connect with employees.
- **Efficiency matters:** Oversee technology and processes for Talent Mobility services, seeking ways to enhance efficiency and effectiveness.
- **Collaborate for success:** Partner with Talent Acquisition to discuss future pipeline program strategies that align with the Airport's operational needs.
- **Stay organized:** Coordinate Talent Mobility workshops, events, and programs, fostering collaboration with volunteers from various divisions.
- Perform other functions outlined in the [1244](#) job classification.

### What you'll bring to SFO:

In addition to your dedication to our culture and your commitment to driving change in areas of anti-racism, racial justice, and equity, you are a motivated self-starter, a team player, and have experience in workforce development, people operations, and talent acquisition. If you're someone who excels in coaching, advising, 1:1 and group interactions, understands CCSF recruitment and hiring practices, and you have a proven track record of producing measurable results and meeting deadlines, we want you on our team. Your strong communication skills, program management and recruitment experience will make you a valuable addition to our mission-driven workplace.

Ready to take the next step in your career and make a meaningful impact at the Airport? Join us and be a part of our journey towards *inspiring the extraordinary*.

Location: San Francisco International Airport – People, Performance & Development Office – Talent Mobility Team

Working Hours: Full-time, 40 hours per week, Monday – Friday, 8 a.m. - 5 p.m.

Note: A hybrid work schedule is available with onsite core days.

### Transportation Security Administration (TSA) Security Clearance

Candidates for employment with the San Francisco Airport Commission are required to undergo a criminal history record check, including FBI fingerprints, and Security Threat Assessment in order to determine eligibility for security clearance and may be required to undergo drug/alcohol screening. Failure to obtain and maintain security clearance may be a basis for termination from employment with the Airport Commission.