

## Head of AI Sourcing Operations & Strategy

### Description

As a trusted global transformation partner, Welocalize accelerates the global business journey by enabling brands and companies to reach, engage, and grow international audiences. Welocalize delivers multilingual content transformation services in translation, localization, and adaptation for over 250 languages with a growing network of over 400,000 in-country linguistic resources. Driving innovation in language services, Welocalize delivers high-quality training data transformation solutions for NLP-enabled machine learning by blending technology and human intelligence to collect, annotate, and evaluate all content types. Our team works across locations in North America, Europe, and Asia serving our global clients in the markets that matter to them. [www.welocalize.com](http://www.welocalize.com)

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

#### Position Overview:

A critical thought leader on the Welocalize AI leadership team, the Head of AI Sourcing Operations & Strategy role is accountable for our continuously evolving AI talent strategy and leading our global organization of Talent Acquisition and Recruitment professionals across multiple sourcing models including Gigworking, Crowdsourcing, and Full-Time employment. You are an experienced Talent Acquisition senior leader and thrive in a dynamic, high-volume, high-growth environment where you are empowered to advance industry-leading capacity operations. You are passionate about innovative, tech-first talent strategies and the future of work; you are data-driven, and love to build; you are unafraid to transform existing processes; and you love to mentor high-potential future leaders.

In this role, you will:

- Lead, mentor and develop a globally dispersed Recruitment team, talent marketing and insights, candidate experience, and knowledge management professionals.
- Own the deployment of an innovative, differentiated talent marketing strategy aimed at evolving and rapidly growing our global community of AI contributors across markets, profiles, and capabilities.
- Maximize efficiency, enablement, and data-driven planning to transform our capacity management strategies and enhance our ability to scale dynamically.
- Support our brand marketing efforts to best position Welocalize AI as an ethical, innovative, and exciting employer in a competitive hiring landscape.
- Provide thought leadership and business intelligence to overcome barriers and play a coaching role on key opportunities.
- Model customer obsession and understanding of VOC to effectively advocate on our customers' behalf.

#### Requirements:

- 10+ years experience in Talent Acquisition; 8+ years experience in leading Talent Acquisition Operations. Experience in Crowd / Gig recruitment, and / or AI Data services, is a plus.
- 10+ years of People Management experience, including managing people leaders. Experience leading teams through change is a plus.
- Deep experience in leading Talent Acquisition technologies.
- Demonstrated experience in achieving success through organizational culture change and a data-driven, tech-first approach to process development and business decision-making.
- Demonstrated track record of success in developing new offerings and managing multiple complex initiatives concurrently.
- Demonstrated strength in understanding the implications of change, particularly in Technology / AI services.
- Must demonstrate deep customer empathy, inclusive leadership style, and highly effective communication skills.

### Hiring organization

Candidate-1st

### Employment Type

Full-time

### Beginning of employment

asap

### Job Location

London, United Kingdom

### Working Hours

40

### Base Salary

euro GBP 52K - 97K \*

### Date posted

June 5, 2024

### **How the process will look like**

Your teammates will gather all requirements within our organization. Then, once priority has been discussed, you will decide as a team on the best solutions and architecture to meet these needs. In continuous increments and continuous communication between the team and stakeholders, you're part of making data play an even more important (and understood) part withing Brand New Day.

### **Job Benefits**

GBP 52K - 97K \*