Director, University Relations

Location: New Brunswick, NJ, US

The Director, University Relations is responsible for developing comprehensive campus plans and enhancing company-wide university relations capabilities and strategies to enable Johnson & Johnson to become the premier company of choice among students and key campus stakeholders. This individual will be responsible for coaching and developing a team of managers, specialists, and contractors.

The Director, University Relations will be responsible for developing and maintaining strategic relationships with Deans of Schools, Directors of Career Services, and Conference Executive Association as well as with the following internal customers: Executive Sponsors (typically, WW Chairman, Presidents, and business leaders), VP Global Recruiting and Global Recruiting Leadership/Management Team and the University Recruiting Council.

This individual will also manage the organization to develop best-in-class university relations and talent identification strategies that will enable the company(s) to advance our presence on campus, increase our ability to attract and recruit top talent, and brand J&J as an employer of choice. Maintain strong relationships with Career Service Directors at Tier 1 universities to drive understanding of J&J talent priorities and drive support of campus programming. Lead University Council consisting of cross-sector, global university recruiting team to identify and share best practices across university recruiting teams and develop plans to address opportunity areas to enhance student and campus programming. Develop business case and champion enterprise programs to enable recruiting organization to drive significant focus on building best-in-class intern conversion programs. Develop and build strategic partnerships with suppliers to enhance overall productivity of recruiting teams through use of new technology tools (i.e., Skype, virtual conferences, CRM, etc.) and university-specific IT systems to build better infrastructure capabilities. This individual will also be responsible for the management of diversity conferences and alliances with key diversity organizations. Develop and execute on new strategy to build global talent identification capability by leveraging technology and industry best practices within university. Collaborate with Corporate Communications team to develop university-focused campaign to enhance Company of Choice image across reputable business/campus publications and web-sites. Strengthen the ability to acquire student insights and trends by evaluating marketing research companies and recommending best tools and practices for global enterprise. Work with internal Talent Identification group to develop corporate social media strategy to build company presence across different social media platforms. Responsible for development and communication of relevant university metrics and leading indicators and develop action plans to address findings. Develop and manage university recruitment, marketing, and promotions budget to support objectives. Manage, develop, and coach managers and individual contributors.

The position will report to Director, University and Recruitment Marketing.

Qualifications

Minimum of a Bachelor Degree required; MBA or Master's degree preferred. Minimum of 7 years work experience in Recruiting, Human Resources or Marketing. Minimum of 5 years experience in recruiting at the university level, university career services and/or direct-to-consumer marketing preferred. Previous people management required. Must be willing and able to work in New Brunswick, New Jersey. Must be willing and able to travel approximately 35% domestic - visiting internal customers, organizations, and university campuses. Strong verbal and written communication skills required to influence, inform and guide others. Demonstrated skills in managing and leading teams required. Strong analytical skills to translate data to insight and intelligence and action required. Demonstrated ability to set expectations, work independently through ambiguity and take accountability for results required. Credibility with clients and ability to lead, influence and drive behavior change without formal authority across a broad range of levels in client companies required. Ability to develop and execute a business plan and manage a budget required.

Experience in behavioral assessment and interview selection processes preferred. Knowledge of Johnson & Johnson business segments (pharmaceutical, medical devices and diagnostics, consumer) preferred. Experience in applying talent management principles (succession planning, workforce planning, leadership development) preferred. Strong project management skills, including budget management, ROI analysis and metrics development preferred.

BE VITAL in your career; Be seen for the talent you bring to your work. Explore opportunities within the Johnson & Johnson Family of Companies.

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