



Columbus based Crimson Cup has been locally roasting since 1991. One of the most decorated and established - named National Coffee Roaster of the Year and has proudly earned many awards for quality, taste and sustainability. At Crimson Cup, we focus on good, we create positive changes through our products and relationships around the world that inspire our customers to make a meaningful impact with every cup we pour.

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## POSITION TITLE: TALENT ACQUISITION AND DEVELOPMENT DIRECTOR

This is a hands-on leadership role requiring strategy and implementation plans for Crimson Cup's talent ecosystem. Through strong collaboration, this position will prepare the workforce for continued growth in support of Crimson Cup's business priorities and culture. Programs will be designed to ensure the organization is equipped with the required high-impact talent to meet the needs of a growing company. The role will also serve as a culture champion by ensuring our culture, mission, core values and philosophy are weaved into every aspect of talent acquisition and learning.

### Essential Functions

- Create strategic solutions for improving skills and culture across the entire company
- Design/Obtain and deliver e-learning, workshops and other training programs
- Evaluate and modify on-boarding processes and objectives
- Determine best methods for attracting qualified applicants
- Evolve performance measurement and review functions
- Integrate and champion culture into all facets of the organization
- Organize, facilitate, evaluate and modify all training programs

### Minimum Qualifications

- Bachelor's Degree in Business, Psychology, HRM, or related field
- 7+ years HR/Talent Acquisition and Talent Management experience
- Familiarity with e-learning platforms and practices
- Excellent written and verbal skills
- Strong interpersonal and collaboration skills
- Microsoft Office (Excel, Word, PowerPoint, Outlook)
- Professional Certification a plus

Qualified candidates please submit your resume to [careers@crimsoncup.com](mailto:careers@crimsoncup.com)