

Making your job descriptions *come alive!*

Maury Hanigan

Sparc 

Agenda

- Review of Elements
 - Refinement
 - Enhancement
- Peer Reviews
- Discussion

Requirements of job descriptions

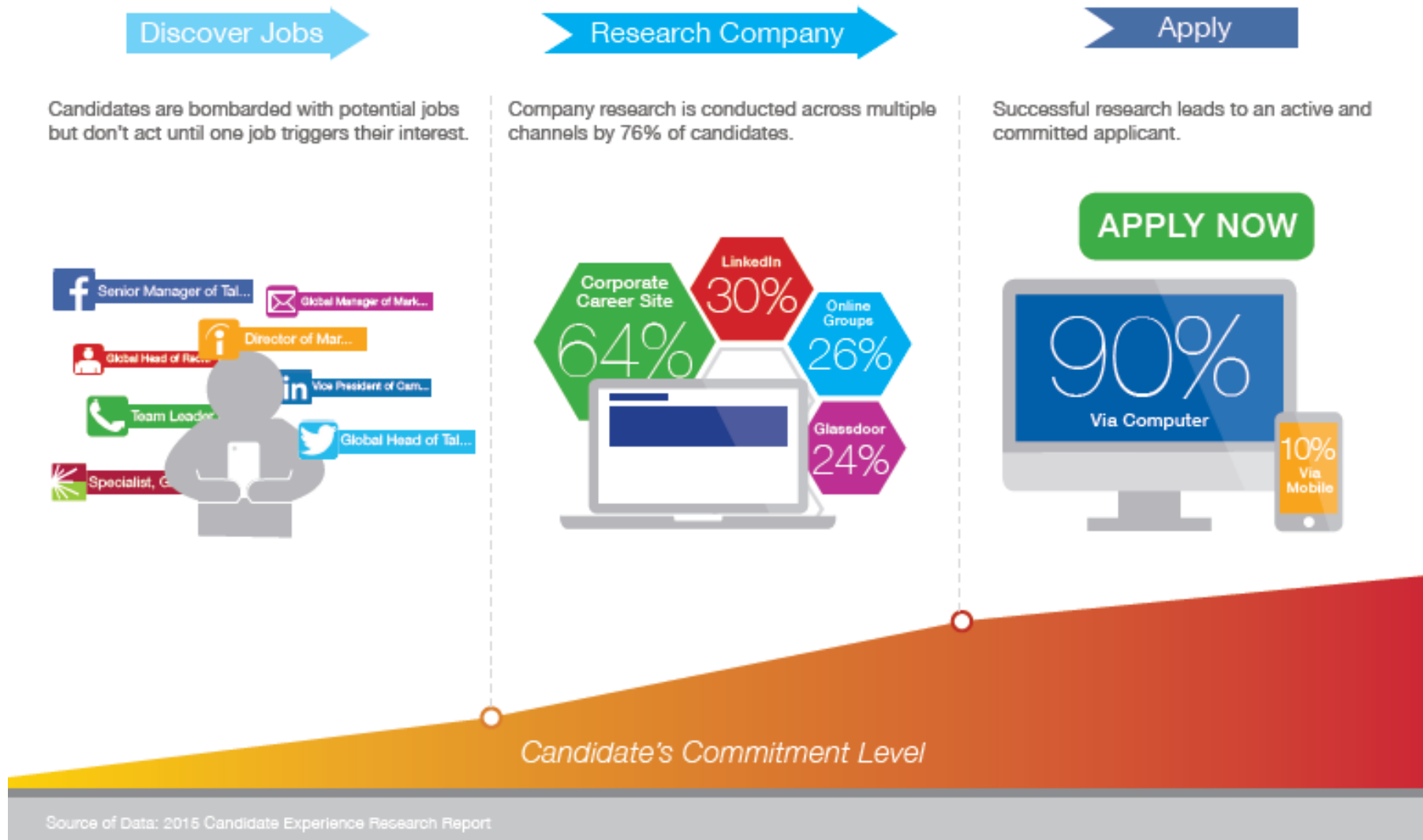
Comp

- Structure
- Consistency
- Completeness
- Specificity

Marketing

- Engagement
- Explanation
- Enticement

The Candidate Acquisition Process





MEN WANTED

for hazardous journey.
Low wages, bitter cold,
long hours of complete
darkness. Safe return
doubtful. Honour and
recognition in event of
success.



Elements of a Great Job Description

- Visible
- Descriptive
- Credible
- Inspirational



Shackleton's recruitment ad

Visible: SEO - Title

Requirements

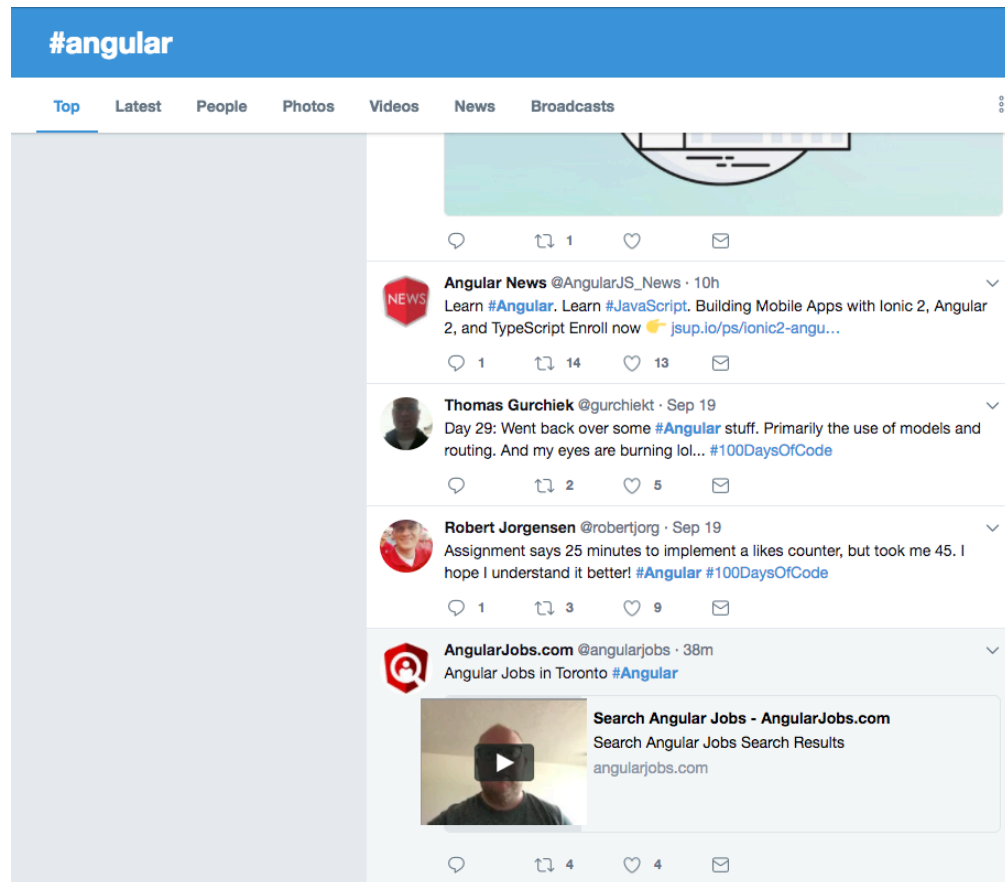
- Descriptive
- Searchable
- Understandable

Currently Posted:

- Scheduler IV
- Customer Experience Ninja
- Pharm Tech II
- Miscellaneous Drafter
- Neighborhood Bread Ambassador

Visibility: Social Media

Be where candidates are looking



A screenshot of a Twitter search for the hashtag #angular. The search results are filtered by 'Top' posts. The first tweet is from Angular News (@AngularJS_News) posted 10 hours ago, promoting learning #Angular, #JavaScript, and building mobile apps with Ionic 2, Angular 2, and TypeScript. The second tweet is from Thomas Gurchiek (@gurchiekt) posted on Sep 19, discussing the use of models and routing in Angular. The third tweet is from Robert Jorgensen (@robertjorg) posted on Sep 19, mentioning an assignment to implement a likes counter. The fourth tweet is from AngularJobs.com (@angularjobs) posted 38 minutes ago, advertising Angular jobs in Toronto. Below the tweets is a video player for 'Search Angular Jobs - AngularJobs.com'.

Leverage social media capabilities



A screenshot of a Facebook post from SSM Health - All Nursing Specialties. The post features a video of a woman in a nursing uniform and a text overlay listing 'TOP 3 Reasons to Apply': 1. Our nurses show exceptional teamwork, 2. We provide opportunities for ongoing learning and development, and 3. We provide the tools, resources and support needed to help our new hires be successful. The text below the video says 'Cool job at SSM Health - Join our exceptional team as a nurse in Centralia, Illinois!' and 'MEET YOUR BOSS at SSM Health as Join our exceptional team as a nurse in Centralia Illinois in Centralia IL'. The post has 72 likes, 31 shares, and 12 comments. The comments section shows several positive responses from users, including Raevin Shae, Cindy Merda-Zirkelbach, Andrea Rogers Lusch, Monica Allen, Bob Steele, Pamela Martin Starr, Ginger Cline Melton, and Heather Jones.

**know code?
apply (now);**

We're hiring!
visier.com/knowcode



VISIER

PATTISON

Descriptive

- Responsibilities
- Impact
- Training/Advancement/Expertise
- “What’s in it for me”
- Qualifications
- Salary

Long list of qualifications

Data Management Associate
TS Kandall LLC for Client - New York, NY
\$130,000 a year
Job Title: Data Management Associate
Location: US:NY:New York

Overview:

A data management associate is required to assist with the coordination and ongoing support of data collection and consolidation within client. The data management associate will be working within a small team of dedicated data management specialists collecting and coordinating data across client's US Subsidiaries, specifically:

- o Defining Data Integration Specifications

- o Planning and coordinating data collection activities with one or more business units
- o Acting as the Single Point Of Contact (SPOC) for one or more business units
- o Preparing test scenarios and test cases for the data
- o Acting as a coordinator for any day to day production issues with the data
- o Liaising with the SMDC business in New York and New Jersey to ensure that their data needs are satisfied by the business unit.

Responsibilities:

The data management associate will work with the Chief Data Office and other business stakeholders to elicit and analyze data requirements. The associate will be part of the team that is building IT capabilities to support the Enhanced Prudential Standard and the formation of a Bank Holding Company. The data management associate is expected to carry out the following duties: Meet with business stakeholders and other technical team members to gather and analyze application data requirements. Assist with the design and build data interface solutions to satisfy application (business and technical) requirements. Perform data analysis where requirements may need to be derived from available documentation, interviews with users, and file specifications/samples. Understand and facilitate team understanding of data flow across business applications and interfaces. Assist with the definition, documentation, maintenance, implementation and compliance of data business definitions, standards, quality rules and methods. Perform data analysis activities including data profiling, creation of data dictionaries, data transformation rules and integration requirements. In addition experience in the following would be a plus. Data Management and Data Governance for Enhanced Prudential Standards, Data Management and Data Governance within a Bank Holding Company or an Intermediate Holding Company. Collaboration with business and IT partners to refine and document system requirements. Coordination across organizations to support data integration efforts. Thorough knowledge of the Software Development Life Cycle.

Qualifications:

Position Responsibilities/Duties

- 20% - Perform Data Analysis
- 20% - Implement and maintain data interface designs
- 20% - Create and maintain technical and business metadata
- 20% - Co-ordinate subsidiaries and data development
- 20% - Assist with day to day operation of Subsidiary data transfer and integration

Experience/Knowledge Requirements

- 20% Data Governance & Strategy
- 20% Metadata Management
- 20% Data Analysis
- 20% Data Interface Specification

10% Data Mapping

10% Communication with management, development teams, vendors and systems administrators

Required Skills/Abilities

2-6+ years of experience in data analysis and / or data management; experience in the securities or financial services industry is a plus. Data Management Design working with the following technology: o Microsoft Excelo Oracle SQLo Oracle Database

Preferred Education/Licenses/Certifications/Registrations:

Bachelor's degree in computer science engineering or a related discipline, or equivalent work experience required

Other Skills, Abilities and/or Training:

Metadata Management Reference Data Management Master Data

Management Skills and Special Requirements:

Occasionally expected to work evenings and weekends in support of production or project related requirements.

Job Type: Full-time

Salary: \$130,000.00 /year

Required education:

Bachelor's

Required experience:

- data analysis: 4 years
- Data Management Design in Excel, Oracle, SQL: 4 years

9 days ago

Qualifications:

Position Responsibilities/Duties

20% - Perform Data Analysis

20% - Implement and maintain data interface designs

20% - Create and maintain technical and business metadata

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Other Skills, Abilities and/or Training:

Metadata Management Reference Data Management Master Data

Management Skills and Special Requirements:

Occasionally expected to work evenings and weekends in support of production or project related requirements.

Job Description

Eaton is looking for a Sales Manager based in Southfield, MI to support its Light Vehicle Sales group.

Under the direct supervision of the GM Global Director of Sales for Vehicle Group, the Sales Manager is responsible for:

- Managing sales and commercial activity for the General Motors North American account to ensure continuity within the current \$350M book of business, while identifying and positioning Eaton for profitable growth. Collaborates with product lines and advance selling to identify pipeline opportunities and addresses OEM and service organizations to deliver incremental profitability- through pricing adjustments and/or cost out activities.
- Develops engine and driveline roadmaps outlining GM developmental activities and develops a comprehensive customer strategy to support growth battle plans. Defines strategies to secure RFQ's for new business and pushes the organization to fill "gaps" that address GM's unmet needs.
- Manages daily activities of the GM "Account Managers", providing guidance and developing tactics to address business issues. Ensures organizational alignment when presenting opportunities and developing strategies for business.
- Utilizes and manages CRM to ensure opportunities are documented and up to date. Completes annual CRR interviews with key customers to obtain formal feedback on Eaton performance.
- Due to the nature of this role, the selected candidate will need to manage all directed buy relations, which requires programs and opportunities be managed at both GM and the Tier I's that would issue contracts to Eaton. This role currently requires daily interface with American Axle and Dana. Additionally the candidate would manage GM group companies - GMCH and GaX (powertrain and axle affiliates).

The incumbent would have the responsibility of identifying areas of further focus, establishing metrics to measure accuracy and progress on key functional elements.

The essential functions of this role include:

1. Functions as the key focal point for all commercial issues within NAFTA for direct and indirect accounts.
2. Develops a comprehensive customer strategy which achieves strategic alignment of Eaton and the customer's key issues/initiatives.
3. Takes supervisory ownership of the assigned account managers and establishes clearly defined/ measurable goals, objectives and development plans.
4. Aligns with the Global Director of Sales, Divisional VP's and PSM's to identify critical expectations for the region.
5. Engages as needed to manage global opportunities that are quoted out of the GMNA Purchasing homeroom, located in Michigan.
6. Articulates clear understanding of current/future targets for relevant product market shares, competitive positioning, pricing strategies and standard profits which achieve Eaton's expectations. Benchmarks with other internal or external sales departments to assure best practices are utilized.
7. Relentlessly monitors market dynamics (global and regional) including customer and competitor developments, and recommends strategies to counteract these pressures to management.
8. Utilizes the Eaton Business System's Value Cycle process and tools to develop (in consensus with product managers) and deploy comprehensive value based pricing strategies which are market driven, based on value provided, and the competitive landscape.
9. Takes ownership of total customer satisfaction. Establishes and executes regional customer relationship review process and corrective action plans, as appropriate.
10. Own the regional Business Plan for GM and is tasked with developing collaborative resolution which results in opportunity to secure new opportunities.
11. Provides oversight to account management team and supports negotiation, commercial warranty claims, commercial impacts to program scope changes, and all other commercial and pricing activities associated with the account(s).
12. Develops and deploys a product technology roadmap which effectively translates customer needs into product features.
13. Provides customer interface strategy (points of contacts, frequency) and builds strong rapport with key customer decision-makers.
14. Develops the appropriate customer sales forecast for the annual business plans (profit plan, strategic plan).
15. Coordinates tech days and relevant customer demonstrations both within Eaton and at customers facilities.
16. Stays current on industry trends through active participation at industry events.

Do you enjoy helping others? Are you the "go to person" at work or in your community? Would your friends and family describe you as friendly and resourceful? We really should talk.

The Expertise We're Looking For

- Relationship building skills
- Commitment to customers
- Experience in service, healthcare, or hospitality in people facing industries are strongly preferred.

This is a full time hourly position that offers the opportunity for overtime based on the business needs and your availability.

The Purpose of Your Role

You bring your passion, we'll invest in you. Yes, we are in financial services, but not in the competitive and old-fashioned way you might be thinking. We offer an industry-leading, paid development program that will prepare you to engage with customers while obtaining your Series 7 and 63 licenses where you will learn all about the financial services industry products. These inbound phone calls can range from something as simple as an account balance inquiry to the complexity of helping inform difficult financial decisions, but your mission remains the same: help customers feel more confident, make clearer decisions, and achieve their own financial dreams.

The Skills You Bring

- Your unwavering commitment to customers
- Desire to learn and dedication to study and apply a new concepts in order to obtain your financial licenses

The Value You Deliver

At Fidelity, collaboration isn't just about working together in our small teams; it's about improving lives together. Our success as a firm is due to the personal responsibility and pride our associates take in getting things just right, and the compassion that drives us to go the extra mile for our customers and each other. We ask for and act on our associates' input on everything from busting through customer issues to designing our workspaces.

Your Life

We believe that a balanced life is important. Our benefit programs are designed to help you and your loved ones balance the needs of work, life and family. Sound too good to be true? See for yourself and learn more about our benefit offerings.

[Total Benefits Flyer](#)

[Click Here](#) for a news story about how we are helping our employees payback their student loan debt.

Fidelity Investments was recognized as the Glassdoor Candidates' Choice Awards for 2015 and CareerBliss 50 Happiest Companies in 2015.

Apply now to learn more!

Company Overview

At Fidelity, we are focused on making our financial expertise broadly accessible and effective in helping people live the lives they want. To do this well, as a privately held company, we place a high degree of value in nurturing a work environment that attracts the best talent and reflects our commitment to being an employer of choice. For information about working at Fidelity, visit [Fidelitycareers.com](#)

Fidelity Investments is an equal opportunity employer

Job: Client/Customer Service
Primary Location: US-FL-Jacksonville
Schedule: Full-time
Job Level: Individual Contributor
Education Level: Associate's Degree/College Diploma (±13 years)
Job Type: Standard

Credible

- Balanced job description (tone, vocabulary)
- Actual employees (no stock photos)

C. Other Knowledge, Skills or Abilities Required

- Must be proficient with the Microsoft Office suite of programs, specifically MS Excel, MS Word, and MS PowerPoint applications
- Must be willing to work various start times to include early morning hours (for example
- Must be able to ride in vehicle for up to 12 hours or sit at a desk for up to 12 hours per day
- Excellent verbal and written communications skills
- Must have exceptional time management and organizational skills in order to plan days, complete route analyses, make travel reservations, meet all reporting requirements and training arrangements
- Work Standards - Setting high standards of performance for self and others; assuming responsibility and accountability for successfully completing assignments or tasks; self-imposing standards of excellence rather than having standards imposed.
- Safety Awareness - Identifying and correcting conditions that affect employee safety and upholding safety standards.
- Managing Work (Includes Time Management) - Effectively managing one's time and resources to ensure that work is completed efficiently.
- Active Learning - Demonstrating zeal for new information, knowledge, and experiences, regularly seeking and capitalizing on learning opportunities; quickly assimilating and applying new information.
- Building Trust - Interacting with others in a way that gives them confidence in one's intentions and those of the organization.
- Applied Learning - Assimilating and applying new job-related information in a timely manner.

V. Work Environment

While some of the OMT work is performed within an office atmosphere, frequent field assignments are the core foundation of the position. When conducting field assignments one should possess the ability to ascend into and descend from commercial vehicles (typically steps are 18 inches in height) and ride in commercial vehicles for over 12 consecutive hours, where you will be exposed to climatic weather as depicted by the geographical region for which you reside or are assigned. For example, OMTs located in the southern most areas of our company will be working in extreme heat with high probability of rain during the summer months and mild fall like conditions throughout the winter months.

This program requires the successful candidate to have the ability to relocate across several regions of the U.S, and will require extensive travel (both air and car). An OMT will also be required to work non-traditional work schedules i.e. 12 – 14 hour workdays, some weekends, some early start times etc. While some of the OMT work is done in an office, frequently he/she will work out in the field, exposed to elements, weather and other non-office type conditions.

Benefits

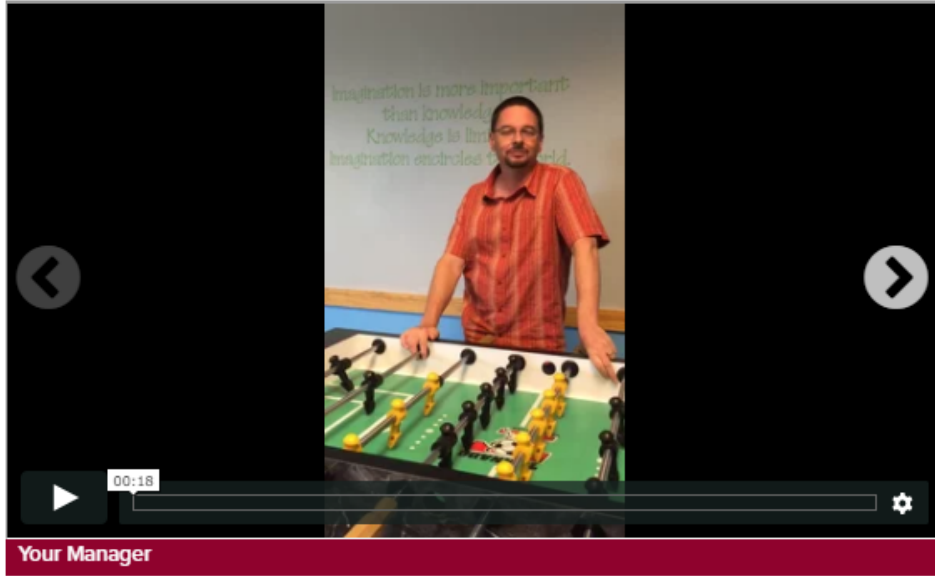
At Waste Management, each eligible employee receives a competitive total compensation package including Medical, Dental, Vision, Life Insurance and Short-Term Disability. As well as a Stock Purchase Plan, Company match on 401K, and more! Our employees also receive Paid Vacation, Holidays, and Personal Days. Please note that benefits may vary by site.

If this sounds like the opportunity that you have been looking for, please click "Apply."

Apply Online

Add to My Job Cart

SHARE    ...



Inspirational

- Company mission
- Personal accomplishment
- Team affiliation

VP, Investment Products & Services and President, Northwestern Mutual Investment Services

Apply now

Date: Sep 24, 2017

Location: Milwaukee, WI, US, 53201

At Northwestern Mutual, we believe relationships are built on trust. That our lives and our work matter. These beliefs launched our company nearly 160 years ago. Today, they're just a few of the reasons why people choose to build careers at Northwestern Mutual.

We're strong and growing. In a company with such a long and storied history, this may be the most exciting and important time to be a part of Northwestern Mutual. We're strong, innovative and growing.

We invest in our people. We provide opportunities for employees to grow themselves, their career and in turn, our business.

We care. We make a positive difference in our communities. Nationally, thousands have benefitted from our support of research and programs to fight childhood cancer. Each year, our Foundation, employees and financial representatives donate time, talent and financial support to causes they're passionate about.

This position has been classified as an Access Person, which will require the reporting of all personal securities transactions.

We are an equal opportunity/affirmative action employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, gender identity or expression, sexual orientation, national origin, disability, age or status as a protected veteran, or any other characteristic protected by law.

What's the role?

Reporting to the President and CEO Northwestern Mutual Wealth Management, the Vice President, Investment Products & Services (IPS) and President, Northwestern Mutual Investment Services (NMIS) will...

- Develop and execute a strategy for investment products development.
- Establish strategies to ensure investment product line profitability and so that product financials achieve expected value outcomes.
- Represent all investment products on multi-departmental committees to further develop company strategies.
- Direct all field activities related to the investment product lines, including involvement with the IPS Field Committee, Specialist Program, training modules, sessions at regional and annual meetings and conferences, marketing materials for products and product positioning, presentations for wholesaler and field use, and sales and marketing campaigns.
- Provide representation and advocacy for investment products product line in cross-departmental project teams focusing on compliance, supervision, regulatory issues, marketing and sales strategies, cross-selling and financial security planning.
- Drive the digital strategy for IPS products with eye towards creative concepts and solutions that will advance the client and field experience.
- Collaborate with cross-functional business and technology partners to define a digital experience for the IPS products.
- Continually benchmark, evaluate, monitor, refine and develop investment products to achieve advantage against competitors, drive sales and increase market share.
- Manage investment products field compensation, including competitive benchmarking, alignment with other NM products, field management overrides and transitions, grid inclusion, and field bonus/incentive programs.
- Develop and implement strategies to increase investment product sales and use the capabilities of the Company's holistic planning efforts to assess product integration opportunities with NM Risk based products.
- Manage relationships and revenue sharing agreements with other mutual fund relationships. (e.g. product vendor relationships, pricing, etc.)
- Chose long-term strategy for reporting on all IPS products.
- Develop future strategy and plans to facilitate scalability and growth of trust services that stabilizes growth and quality service standards which provides a positive experience for advisors and clients.
- Serve as President of NMIS and actively participate on the NMIS Advisory Board
- Dual officer supporting multiple product lines.
- Lead IPS Product team and Trust Services team

Bring Your Best! What this role needs:

- MBA degree in Business Administration or related field.
- Ten plus years of extensive securities related experience to include a minimum five years of product line management experience and three years of fee based securities industry and trust product related experience.

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We're strong and growing. In a company with such a long and storied history, this may be the most exciting and important time to be a part of Northwestern Mutual. We're strong, innovative and growing.

We invest in our people. We provide opportunities for employees to grow themselves, their career and in turn, our business.

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Enhancements

- ✓ Use infographics or info blocks
- ✓ Keep text to $\frac{3}{4}$ of page with “Read more ...”
- ✓ Use video
- ✓ Use links
- ✓ Add interactive content (maps, chat bots)

JOB DESCRIPTION

Associate, Applications Developer

Job Number: 3097391

POSTING DATE: Sep 14, 2017

PRIMARY LOCATION: Americas-United States of America-New York-New York

JOB: Technology

EMPLOYMENT TYPE: Full Time

JOB LEVEL: Associate

DESCRIPTION

Morgan Stanley Services Group Inc. seeks an Associate, Applications Developer in New York, New York

Partner with developers to review System Requirements and document business flow, architecture, and data structure from the time code is going to QA and before deployment to PROD Review and update Twikis. Review application program code and application planned changes to assess impact, resiliency and security to ensure that ASG is ready to support. Conduct Permit to Operate criteria reviews and proactively assist DEV in implementing to get "License" to operate in PROD. Support and Signoff on QA testing prior to go-live and prepare L1 team for monitoring the system update Fix logs. Chart the normal behavior of the application in PROD, so anomalies are seen intuitively on the application monitoring dashboards. Create Splunk, ExtraHop, App Dynamic, etc. dashboards. Predict behavior changes after each deployment. Query application logs and database (in QA) to test any prediction you may have before go-live, validate with the DEV team and reconcile post go-live. Design post-implementation checks to be utilized when monitoring or debugging an issue. Investigate escalated issues; own the analysis all the way through from user reporting until resolution. When escalating to DEV, share your analysis and seek guidance rather than handing off completely. Develop recovery plans in conjunction with Dev based on malfunction hardware, network, or data conditions. Partner with internal and external Audit to help fulfil any requests. Perform independent coding of defect fixes and present them to Dev team for inclusion in code. Take responsibility for design of particular components such as Health Check Pages, zookeeper (hot/warm switching) components, job stream design and definitions, DB updates, etc. Make process improvements/design recommendations to remove outage risks or to improve resiliency and recovery time. Become Subject Matter Expert, become the first point of contact and train others on the team.

QUALIFICATIONS


Requirements:

Requires a Bachelor's degree in Electronic Engineering, Computer Engineering, Computer Science, or related field of study and four (4) years of experience in the position offered or four (4) years of experience as a Software Engineer or related occupation. Requires one (1) year of experience in the financial industry. Requires one (1) year of experience with each of the following: Object Oriented programming language; Web (SOAP); .NET; Java; Databases including DB2, Sybase, and MS SQL Server; writing complex SQL queries; writing DB queries for ad hoc reporting; OS UNIX/Linux scripting, process management, file permissions, searching, and compression; OS Windows and Web Servers administration and troubleshooting, analyzing logs, and event files; Application and Database Level troubleshooting including examining logs to determine root cause; Shell scripting including Unix and Perl; scheduling including Autosys; and monitoring including sockeye and SOAP UI.


Qualified Applicants:


To apply, visit us at <http://www.morganstanley.com/about/careers/careersearch.html> Scroll down and enter 3097391 as the "Job Number" and click "Search jobs." No calls please. EOE

Search by keyword:

Select a location:
All locations 

Location + 10 miles 

Select a job category:
All job categories 

Select a job level:
All job levels 

Select a brand:
All brands 

Search

Associate Manager of Brand and Strategic Planning

Brand Best Buy

The Associate Manager of Brand and Strategic Planning is responsible for developing tactics within the critical Holiday campaign. S/he will play a key support role in planning the large-scale strategies for the campaign, and be responsible for owning tactics that ladder up to the company strategies. S/he will be responsible to ensure the tactics are executed successfully by partnering with peers across the organization including merchandising, ecomm, retail, creative, category marketing and more.

The Associate Manager will plan tactics, kick off to creative, guide cross-functional execution and fairly report out detailed results on performance. Multiple such tactics will be executed simultaneously. S/he must enjoy rigorous work on high-profile campaigns, and be comfortable presenting updates to leadership and guiding the work across every step of the execution process. S/he will be a team player with experience in all phases of marketing but a keen eye toward connecting the dots on complicated cross-functional initiatives, and an ability to both plan long-term tactics while also being nimble enough to turn on a dime and shift course depending on business results.

High attention to detail, critical-thinking and problem-solving skills is a must. S/he will also need to embrace learning from change, adapt his or her own work and others to support and drive change, and should be flexible in and manage through situations that are not always process-driven.

Key Responsibilities

- Manage and execute strategic marketing tactics for Holiday (under general supervision)
- Indirectly lead cross-functional partners to ensure successful execution, with key partners including merchandising, ecomm, creative, category marketing, retail and operations teams
- Anticipate organizational dynamics and business needs, navigating through a highly matrixed organization
- Articulate tradeoffs and implications for marketing plans and tactics, and acting upon them to solve key issues
- Deep-dive into analytics and results to report out results of tactics and campaigns
- Leverage facts, quantitative and qualitative insights and support information to create thoughtful recommendations
- Ability to take direction/feedback with minimal context and immediately begin to execute accordingly

Minimum Qualifications:

- 6+ years of related experience
- Experience leading cross functional teams
- 2+ years developing and executing marketing tactics

Preferred Qualifications:

- Retail experience preferred
- National brand experience preferred

Auto Req. ID 549404BR
 Job Level Manager without Direct Reports
 Job Category Marketing
 Employment Category Full Time
 Location Number 957616-105-Brand Planning
 Address 7601 Penn Avenue South
 City Richfield
 State MN



Apply to Job

Auto Req. ID 554299BR
 Job Level Manager without Direct Reports
 Job Category BestBuy.com
 Employment Category Full Time
 Location Number 950440-160-Views
 Address 7601 Penn Avenue South
 City Richfield
 State MN



Apply to Job

corporate public relations lead

[apply now >](#)

job id mar00012d

date posted 10/04/2017

location minneapolis, minnesota

Description:

JOIN US AS A LEAD, CORPORATE PUBLIC RELATIONS

Similar Industry Titles and Key Words: PR Manager, Account Manager, Account Director

About This Opportunity

Help shape one of the world's strongest brands. Develop innovative, eye-catching campaigns that increase brand awareness, solidify guest loyalty and, ultimately, drive sales. You'll partner with internal and external teams to deliver on our Expect More. Pay Less. brand promise.

Responsible for supporting the development and implementation of comprehensive communication strategies designed to positively influence Target business outcomes and shape our corporate reputation.

Use your skills, experience and talents to be a part of groundbreaking thinking and visionary goals. As a Lead, Public Relations, you'll ...

- Provide communications and public relations counsel for business areas that may include issues management and crisis planning, corporate social responsibility, sourcing, government affairs, public affairs, law and human resources
- Partner with team leadership to develop and execute communication plans
- Support senior leadership's communications efforts, internally and externally
- Manage day-to-day media contact and serve as company spokesperson on a variety of topics
- Develop content for multiple internal and external communication vehicles
- Measure and evaluate effectiveness of communication strategies
- Manage the development of highly sensitive business information as necessary
- Partner with peers/leaders to ensure consistent use of best practices

Requirements

- Minimum 7 years practical experience in communications field
- Bachelor's degree
- Some travel may be required
- Ability to respond to media requests and needs after hours and on weekends as needed
- Strong verbal, presentation and written communication skills

[apply now >](#)

share



similar jobs

Sr Admin Assistant | Store Operations,
Starbucks Team Member,
Hardlines Team Member,
Apparel Team Member,
Grocery Team Member,

explore the area



Check out where you could be working if you apply.



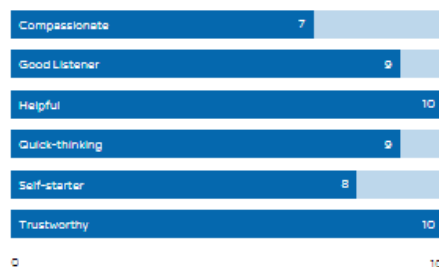
Overview

Love helping people get the most out of their tech? Let your voice be heard on our Call Center team. Here, you'll connect our customers to the latest cutting edge technologies and gain skills you can use throughout your career.

🕒 Full-Time: may include nights & weekends 💰 \$10+/hour based on experience and education

Success Profile

What makes a successful Customer Service Representative at AT&T? Check out the traits we're looking for to see if you have what it takes.



Bilingual Customer Support Representative Priority Hiring Lubbock, Texas

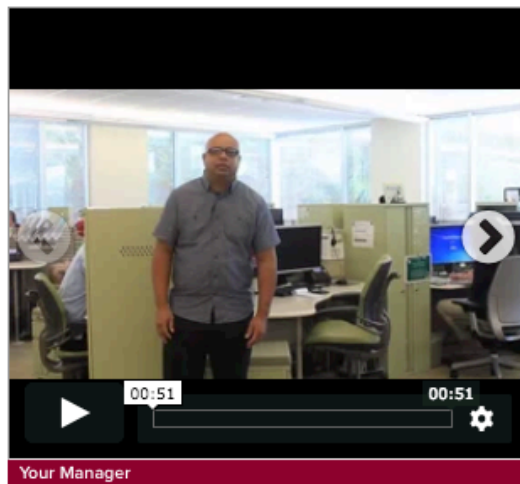
Share this job
Facebook, G+, Twitter, LinkedIn

Save This Job



Bilingual Customer Support Representative / Customer Support Specialist

If you have a knack for providing great customer service and innovative solutions, we'd love to meet with you. On our Call Center team, you'll learn all about the coolest ways to help deliver exceptional service and solutions to our customers. It's a high-energy environment where you'll be part of a fun team that offers best-in-class pay/comp. Not to mention the amazing benefits, training programs and career opportunities we offer.



TOP 3 Reasons to Apply

- 1 We invest in you: we offer a leading-edge, paid development program that prepares you to engage with customers while obtaining licenses
- 2 A balanced life is important: our programs are designed to help you and your loved ones balance the needs of work, life and family
- 3 Fidelity Investments was recognized as the Glassdoor Candidates' Choice Awards for 2015 and CareerBliss 50 Happiest Companies in 2015



Travel:
No Travel



Work Space:
Office

Do you enjoy helping others? Are you the "go to person" at work or in your community? Would your friends and family describe you as friendly a resourceful? We really should talk.

The Expertise We're Looking For

- Relationship building skills
- Commitment to customers
- Experience in service, healthcare, or hospitality in people facing industries are strongly preferred.

This is a full time hourly position that offers the opportunity for overtime based on the business needs and your availability.

The Purpose of Your Role

You bring your passion, we'll invest in you. Yes, we are in financial services, but not in the competitive and old-fashioned way you might be thinking. We offer an industry-leading, paid development program that will prepare you to engage with customers while obtaining your Series 7 63 licenses where you will learn all about the financial services industry products. These inbound phone calls can range from something as simple as an account balance inquiry to the complexity of helping inform difficult financial decisions, but your mission remains the same: help customers feel more confident, make clearer decisions, and achieve their own financial dreams.

The Skills You Bring

- Your unwavering commitment to customers
- Desire to learn and dedication to study and apply a new concepts in order to obtain your financial licenses

The Value You Deliver

At Fidelity, collaboration isn't just about working together in our small teams; it's about improving lives together. Our success as a firm is due to personal responsibility and pride our associates take in getting things just right, and the compassion that drives us to go the extra mile for our customers and each other. We ask for and act on our associates' input on everything from busting through customer issues to designing our workspaces.

Your Life

We believe that a balanced life is important. Our benefit programs are designed to help you and your loved ones balance the needs of work, life and family. Sound too good to be true? See for yourself and learn more about our benefit offerings.

[Total Benefits Flyer](#)

[Click Here](#) for a news story about how we are helping our employees payback their student loan debt.

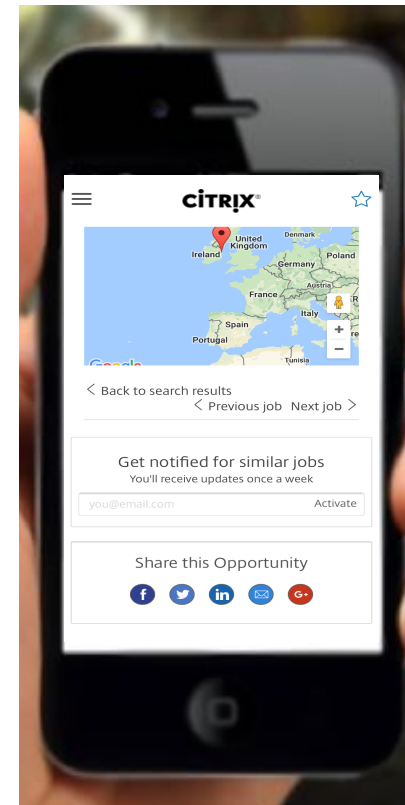
Fidelity Investments was recognized as the Glassdoor Candidates' Choice Awards for 2015 and CareerBliss 50 Happiest Companies in 2015.

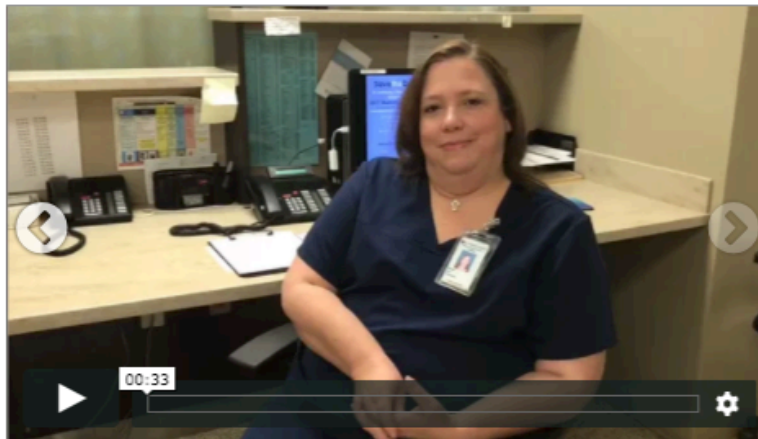
Enhanced: Mobile Enthralled

Not just “mobile friendly”



Love mobile capability





Your Co-Worker



Join our team of exceptional nurses in Oklahoma!

Oklahoma City, OK, US

Fulfill your calling with SSM Health.

At St. Anthony Hospital, we are far more than a beautiful building and high-tech equipment. Our hospital is defined by the compassion, dedication and skill of our nursing staff. Our nurses are among the best and their practice reflects the highest standards of nursing excellence.

Our nurses are privileged to be part of a team where the patient is at the center of all that we do each day. We are committed to providing exceptional care to all who enter our doors, and our goal is to create an environment that allows for engagement, innovation and improvement which benefits both our patients and our nurses.

To ensure we maintain this kind of environment, St. Anthony Hospital provides a number of opportunities for professional growth. We have a proud history of promotion from within our hospital into titled leader roles as well as promoting the mobility of nurses to align with their clinical interests.

We hope you choose St. Anthony Hospital to be your next career partner and become part of our exceptional team.

Powered by Sparc

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TOP 3 Reasons to Apply

- 1 We offer an environment of strong teamwork where we support each other.
- 2 Our team and the organization overall is like a family.
- 3 We are a community focused on the best outcome for our patients.

Travel: No Travel **Work Space:** Office



SSM Health - All Nursing Specialities!

SSM Health is one of the largest integrated delivery systems in the nation, focused on delivering a truly exceptional experience to those we serve.

Learn more at our [Career Website](#).

Facts

Employees: **1,000-100,000**
 HQ Location: **Saint Louis, MO, US**
 Total Revenue:

Sharing



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[Send More Information](#)

Review Job Descriptions

On a Scale of 1-10, (10 the best) rate the job description on:

- ✓ **Title** – is it descriptive, searchable and understandable
- ✓ **Responsibilities** – do you understand what the job entails
- ✓ **Qualifications** – does it help you opt-in or opt-out
- ✓ **Engagement** – does it tell you why you want the job
- ✓ **Tone** – is it second person and approachable
- ✓ **Credibility** – is it transparent and authentic
- ✓ **Inspiration** – does it “paint the picture”
- ✓ **Completeness** – does it answer all your preliminary questions
- ✓ **Visually interest** – does it use infographics, color and visual icons
- ✓ **Video** – does it include short, relevant clips
- ✓ **Interactivity** – can you register, map, link to, expand ...
- ✓ **Accessibility** – does it shine on mobile devices
- ✓ **Shareability** – is social share built in

Next Steps

- *Evolve* your content
- *Enhance* your postings
- Rate your competition's job descriptions
- Request the Lighthouse Research & Advisory white paper on video in recruiting
- Reach out with questions:

Maury@SparcStart

917-679-8629

