



Margaret A. Cargill
PHILANTHROPIES

TALENT ACQUISITION MANAGER

Margaret A. Cargill Philanthropies
Eden Prairie, MN

kpCompanies is partnering with Margaret A. Cargill Philanthropies (MACP) to find their next Talent Acquisition Manager! This position will lead the recruiting strategy and ensure that diversity, equity, inclusion, and justice (DEIJ) are at the core of the approach. This position is foundational to MACP's mission of helping the organization attract exceptional talent and cultivate an environment where team members feel valued and empowered to excel.

APPLICATION DEADLINE

Applications will be accepted until 9:00 pm on April 7th, 2024 with review of candidates beginning immediately

We encourage and appreciate early applications.





POSITION DESCRIPTION

The Manager, Talent Acquisition is responsible for developing and implementing the strategic direction of talent acquisition activities, including managing the full cycle recruitment process for all roles, recruitment for the Internship Program, and resourcing temporary staffing solutions. The Manager, Talent Acquisition partners with the Talent Development Team and HR Operations in support of work related to the organization's diversity, equity, inclusion and justice vision and functional goals as well as in alignment with the talent development priorities.

Reports to: Director, Talent Development

Location: Minneapolis, Minnesota

Website: www.macphilanthropies.org

COMPENSATION

This is a hybrid role. MACP has identified a salary range of \$126,000- \$149,000 for this role. In addition to its compensation offering, MACP provides a comprehensive benefits package:

- Medical
- Dental
- Vision
- FSA
- Life and AD&D
- Short-Term Disability Insurance
- Long-Term Disability Insurance
- PTO
- Retirement Wealth Accumulation Offerings

Equity & Salary Disclosure

We believe in practices that create real equity and pay parity regardless of background or identity. We freely discuss compensation with all qualified candidates the first time we interview them. Saving the salary discussion for the first conversation allows us to understand the needs of each candidate fully and to ensure that qualified candidates, even those who've historically been overlooked and/or underpaid, don't self-select out of the processes based on salary alone, as our experience and research suggest. In addition to those who opt out because they fear the salary may be out of reach for them, we equally don't want to miss out on conversations with candidates who are slightly over the range when in some cases, the total compensation, including factors such as bonuses, flexibility, and better health benefits, etc. may exceed expectations. Finally, as a search firm, we always seek top-notch talent to introduce to our clients. Should the salary or any other requirement not be a fit, there is often a chance that someone on our team is working on another position you may be a better fit for. If you would like to discuss your qualifications for this role and salary and compensation, call us, and we'd be happy to discuss.



POSITION PROFILE | Talent Acquisition Manager

QUALIFICATIONS:

- Bachelor's degree in Human Resources or related field or equivalent experience required; SHRM Certification preferred.
- Eight or more years Human Resources experience, including demonstrated knowledge of the principles of talent acquisition, including end-to-end process, sourcing strategies, DEIJ awareness embedding, agency relationship selection and management, and applicant tracking systems.
- Ability to develop strong trusting relationships both internal and external to gain support and achieve results.
- Strong project management skills with planning and organizing ability to manage multiple bodies of work concurrently.
- Demonstrated ability to coach, communicate and collaborate effectively across all levels and across a broad range of functional areas.

WE ARE LOOKING FOR:

- A leader to participate in developing and implementing talent acquisition hiring strategies that balance diversity, internal mobility, and external applicants, along with tactics to achieve them.
- Someone who understands and acts on talent requirements and organizational workforce plans in partnership with Talent Development team members.
- A collaborative partner with HR team members to support the organization's talent development strategy and goals, participating in or leading identified projects or elements of the work.
- Someone who can manage the full cycle talent acquisition process for various roles spanning all levels and functions within the organization, including regular staff, interns, and temporary employees.
- A process-oriented individual who can create a positive candidate experience by ensuring internal and external candidates receive timely, thoughtful, accurate, and engaging messaging throughout the hiring process.



ORGANIZATIONAL OVERVIEW

Founded by the late Margaret A. Cargill, MACP actively partners with capable organizations to make a lasting difference for individuals and communities, with particular attention to overlooked causes. MACP's combined assets (Margaret A. Cargill Foundation and Anne Ray Foundation) place us among the top ten foundations in the United States.

MACP develops and implements integrated grantmaking strategies across seven programmatic areas we call domains: Arts & Cultures, Disaster Relief & Recovery, Environment, Animal Welfare, Quality of Life, Teachers & Students, and Legacy & Opportunity.

Margaret A. Cargill Philanthropies (MACP) supports efforts to enhance quality of life and prevent and relieve suffering of children, families, and older adults; preserve and promote the environment and the arts; and encourage the humane treatment of animals.



OUR APPROACH

Within our domains, our program strategies are anchored in compelling issues where we partner to make a meaningful, measurable, and sustainable difference in a defined period of time.

We limit the number of issues we choose to address, set goals for the difference we wish to make on each one and allocate resources accordingly. We pay special attention to underserved or low-attention areas and causes and favor community-based, on-the-ground programs rather than policy initiatives or endowments.

We continually hone strategies within our domains, investing in evaluation efforts and making substantial learning grants to inform decision-making and program development.

Core to our approach is strengthening the effectiveness and capacity of our key grantee partners by investing in their leadership, management, and operational capabilities.

We believe the best way to make a lasting difference on issues we care about is by investing in long-term relationships with key grantees, strengthening our combined abilities to make a meaningful difference in the world. Because of this, we look to our key grantees as partners, and they help us shape what we do. We work with these partners to find solutions consistent with the objectives and values of our organization and theirs.

DOMAINS

Our grantmaking reflects our mission, values, and Margaret Cargill's guiding principles.

Our domains include:

- Animal Welfare
- Arts & Culture
- Disaster Relief & Recovery
- Environment
- Legacy & Opportunity
- Quality of Life
- Teachers & Students

Our grantmaking approach is rooted in direction from our founder and reflects our Philosophy of Grantmaking.

[LEARN MORE ABOUT OUR
GRANTMAKING](#)



Our grantmaking reflects our values and Margaret Cargill's guiding principles and is always directed toward our mission and core purposes.



OUR IMPACT

- In 2022 alone, we awarded **341 grants**.
- That equates to **\$202 million** in 2022.
- MACP has celebrated over **\$2 billion in total, cumulative grantmaking** (2019 statistic).
- Committed over **\$11 million to new funding** in COVID relief to support BIPOC communities.
- **90+ countries** with grant activities.

“Our founder, Margaret Cargill, believed in supporting people and the communities where they live. The growth and evolution of our grantmaking strategies, while remaining grounded in donor intent, is at the heart of who we are as an organization.”

kpCOMPANIES EXECUTIVE SEARCH TEAM

Founded in 2001, kpCompanies is the number one source for finding top leadership talent across different industries. With scores of executives placed all around the country, kpCompanies has 6 Strategic, culturally competent, purpose-driven executive recruiters, along with a vast and diverse network of potential candidates to draw upon for your organization. Each recruiter specializes in providing diversity and more personalized executive search services to corporate clients in the Twin Cities and nationwide.



MIQUEL MCMOORE
FOUNDER & CEO



TERRA CARBERT
MANAGING DIRECTOR



JOELLE ALLEN
SVP CLIENT SERVICES



AISHA BRANCH
HEAD OF MARKETING



MAT PEISERT
RECRUITMENT CONSULTANT



JON HEINEN
RECRUITMENT CONSULTANT



NIDHI TYAGI
RECRUITMENT CONSULTANT



CONTACT US

RECRUITER

Jon Heinen

EMAIL

jon@kpcompanies.com

PHONE

612-688-0526

kpCompanies is leading the search for the next Talent Acquisition Manager for MACP. We've helped match exceptional talent with top companies since 2001. To learn more about kpCompanies and our services, visit www.kpcompanies.com



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