



## POSITION TITLE

# Regional Talent Solutions Coordinator

***Want to utilize your workforce development expertise, education experience, and/or training skills for building a more prosperous and socioeconomically stronger region? Looking to join a team that is passionate and fun? Choose the Mount Rogers Regional Partnership!***

Our recently revamped Regional Economic Development Organization (REDO) is seeking to fill a newly created position charged with launching the region's first-ever initiative focused on people and place. Our new teammate will work to build and grow programs focused on outreach/connectivity. The effort will target the K-12 and community college systems to ensure greater student engagement with regional training programs, internships, and familiarity and connection with our primary employers in manufacturing and healthcare. There will also be an opportunity to work with the marketing team on talent attraction strategies. The ultimate goal is to retain, build, and attract talent for our region's primary employers.

## Organizational Overview

The Mount Rogers Regional Partnership is the leading regional economic development organization serving six localities in the Mount Rogers/I81-I77 Crossroads area of Virginia. The organization is focused on marketing, talent solutions, business retention and expansion (BRE), and industry recruitment.

## Education

Bachelor's degree preferred. Training and credentials within workforce, human resources, and corporate training will also be strongly considered.

## Experience

This is a full-time position with benefits and requires related experience in talent programs and services, workforce development, talent recruitment, project management, economic development, communications, or an equivalent combination of education and experience.

## Goals & Intended Outcomes

- Increase regional labor force and participation rates for 16–24 and 24–35 age groups
- Increase percentage of graduating high school students entering regional training and employment opportunities
- Increase community college enrollment in target industry-focused programs

## Core Duties

- Reports directly to the Regional Talent Solutions Manager
- Research and implement best practices in the field of talent retention, attraction, and development
- Assist Talent Solutions Manager in the development of annual goals and performance metrics
- Track progress using metrics and benchmarks established by the organization to monitor progress towards clearly articulated, measurable goals
- Work with marketing team to produce digital marketing content (blogs, social posts, newsletters) focused on training programs, student engagement, immersion program, internships career opportunities, etc.
- Maintain connections with academic departments in the larger region
- Work with staff to identify and utilize marketing channels that reach audiences such veterans, young professionals, remote workers, and others
- Serve as a part of the regional business resource team involving partners in economic development and workforce development
- Participate in efforts to find solutions to transportation, and childcare barriers to employment

## To Apply

Send cover letter, resume, and any samples to:  
[jlewis@viaalliance.org](mailto:jlewis@viaalliance.org)

Position is open until filled, with a spring/early summer start date targeted.

## Required Skills

- History of work with various stakeholders, business leaders, business organizations or associations
- Problem solving and creative ability
- Strong networker
- Current knowledge of talent development strategies including talent attraction efforts
- Excellent organizational skills and detailed planner
- Ability to analyze data and communicate its impact on the local/regional economy
- Excellent written and verbal communication skills
- Proficient with standard office software programs — CRM, Microsoft Office, data tools
- Absolute team player that is eager to engage multiple facets of the organization to accomplish the regional mission

## Benefits

- Competitive salary range in a low cost-of-living region (\$40,000–\$45,000)
- Extremely attractive benefits package (retirement, health, dental, life insurance, cell phone and mileage reimbursements)

