

ALLSTAR SERVICES

Vice President of Talent Acquisition

Job Description →

The Vice President of Talent Acquisition will spearhead the recruitment strategy to support Allstar's established brands as well as rapid greenfield expansion, driving the company's ambitious growth agenda. Success will depend on this leader's ability to be a strategic partner to the executive team, build high-performing teams, and establish repeatable and scalable processes that deliver strong talent pipelines—particularly in high-volume sales roles—across a fast-paced, high-churn, and rapidly scaling environment.

Responsibilities:

- Lead and implement the overall recruitment strategy for both the existing business and rapid greenfield expansion.
- Act as a strategic partner to the CEO and Executive team on scalable talent acquisition strategies.
- Build and scale a talent acquisition engine to support fast company growth and high volume recruitment.
- Manage recruitment in a dynamic, high-churn environment emphasizing sourcing fresh, trainable talent.
- Balance strategic planning with hands-on execution of hiring initiatives.
- Standardize and scale talent acquisition processes across 20 integrated brands and new markets.
- Ensure alignment of hiring strategies with the company's vision to become the top residential roofing platform.
- Continuously adapt recruitment strategies to respond to market shifts and integration challenges.

Qualification Requirements →

- 10+ years of talent acquisition experience, including at least 5 years in a senior leadership role leading large, multi-site or multi-brand recruiting functions.
- Proven track record of building and scaling high-volume recruitment strategies to support rapid business growth and expansion.
- Demonstrated success in leading talent acquisition across both established organizations and greenfield/new market launches.
- Experience designing and implementing scalable recruiting processes, systems, and tools to support aggressive hiring goals without ballooning costs.
- Strong executive presence with the ability to influence, partner, and collaborate effectively with C-level leaders and cross-functional stakeholders.
- Deep expertise in sourcing, assessing, and hiring for high-turnover sales and frontline roles, with an emphasis on pipeline sustainability.
- Ability to lead, coach, and develop small team of recruiters in a fast-paced, high-churn environment.
- Data-driven decision-maker with expertise in workforce planning, metrics, and reporting to measure and drive performance.
- Change leader with experience standardizing processes across diverse brands, business units, or acquired companies.
- Exceptional communication, relationship-building, and organizational skills, with a track record of fostering a strong, inclusive, and high-performance culture.
- Consumer market experience, and more specifically home improvement industry experience preferred

