

In-house Recruiters



17,280

Estimated number of Talent Acquisition Managers employed in the US.¹

Inhouse recruiters are usually referred to as “Talent Acquisition” or “TA” because they are a department or team within the Corporate HR Structure of a company. TA is always focused on the candidate experience and the Employer Value Proposition and not just recruiting for numbers.



Talent Acquisition works directly with the hiring team to find the best candidate for long term success in a role.

TA can usually answer specific questions about their company. Their job is to understand the team that the open job is on and be able to explain the role in detail.

In-house recruiters will almost always have an email tied to a company and have specific company branding.

CANDIDATE EXPERIENCE



TA is responsible for aiding the job seeker throughout the interview process, providing timely feedback and interview prep.

STRATEGIC MINDSET



Inhouse recruiters are always building pipelines of candidates in order to be more proactive to company openings. They also work in lock step with the hiring manager to develop a search strategy when recruiting on a role.

MORE FOCUSED ON COMPANY CULTURE



TA is responsible to creating and managing the Employer Value Proposition for their company which is used to attract and retain employees.



TA usually only recruits for full-time positions at a company. These roles can be either salaried or hourly jobs.



In-house recruiters always have a budget for salary that is given to them by their partnering HR Business Partner. Be transparent with your salary expectations,



Talent Acquisition are company experts. They can also be great “match-makers” and good resources for candidates to get a foot in the door at a company.

¹ “TALENT ACQUISITION MANAGER DEMOGRAPHICS AND STATISTICS IN THE US, Zippia: The Career Expert, 21 July 2023, www.zippia.com/talent-acquisition-manager-jobs/demographics/.