

DHARMA

DIRECTOR OF TALENT: GROUP TRAVEL

Format: Salaried, Full Time

Based: Remote, preferred time zones between GMT-6 and GMT+2

Start date: ASAP

JOB SUMMARY

The Director of Talent will own responsibility for the recruitment, negotiation, monetization, and retention of the incredible roster of influencers, bloggers, creators, leaders, and iconic brands that we at DHARMA call Talent. In this dual role the selected candidate will own responsibility for key metrics in business development and talent management, two of the core revenue-generating departments at DHARMA. An ultra proactive, self-motivated, and tenacious self-starter able to hit the ground running on day 1, the selected Director of Talent will bring world class sales skills, strategic partnership experience, strong commercial acumen, expert data analysis, impeccable client management and real passion to this dynamic role. Fluent professional English, both written and spoken, is required for this role. An ingrained interest in modern culture and previous professional experience utilizing social media including Instagram, YouTube, and TikTok to drive business development is preferred for this role. Previous high-growth startup experience preferred. Previous experience with HubSpot preferred.

RESPONSIBILITIES

- Power forward the Talent department at DHARMA, developing data-driven business development and talent management strategies that achieve high-growth objectives, a key DHARMA success metric
- Lead strategic partnerships and commercial efforts with talent and influencer management agencies, media companies, and legacy brands excited to enrich their offerings with branded experiences
- Hold full account management responsibilities including contract management and fulfillment, integrated promotions and activations, experiential marketing, branding, appearances, ticketing, hospitality, merchandise, etc.
- Proactively create, implement, and document tech-powered processes and playbooks that solve for operational inefficiencies and streamline tasks
- Hold responsibility for defining the data-driven strategies and processes that expertly qualify talent, reducing acquisition costs and growing CLV

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- Own responsibility for the sales funnel, tracking efficiency and conversion - key sales metrics for the role as well as Talent NPS and retention metrics
- Oversee a team of Talent Managers and coordinate, direct, and monitor the outbound efforts of the larger Business Development team
- Develop smart strategies for generating ancillary revenue, including influencer cost offsets, merchandising, and a direct-audience Marketplace
- Recruit, manage, and inspire a geographically dispersed remote team taking responsibility for setting clear objectives and promoting a culture of learning and development that supports in the achievement of individual and team KPIs
- Continue to evolve DHARMA's use of the HubSpot CRM driving efficiency and scalability
- Manage and report on metrics and team performance including booked revenue, conversion, efficiency, retention, Talent NPS, and growth of strategic partnerships

SKILLS

- At least 4+ years' of experience and a demonstrable track record in a talent management / sales-related role
- Extensive strategic partnership experience with a demonstrable track record of sourcing new business and opening doors
- Effective communication skills with a broad range of audiences. Experience in presenting partnership opportunities to and engagement of senior and c-level executives
- Experience using KPIs to manage a cross-cultural and geographically dispersed teams, and possessing a strong ability to motivate others
- Ultra proactive, self-motivated, and tenacious, possessing of an entrepreneurial spirit, ability to take bold initiative, and desire to exceed expectations
- Solid analytical problem-solving skills, including familiarity with analyzing reports and deriving insights from data
- Fluent professional English, both written and spoken
- Experience in a remote, fast-paced, dynamic start-up environment preferred
- Experience with Monday.com, Google Drive, HubSpot, and Slack preferred

HOW TO LEARN MORE

Thank you for your interest in DHARMA. We appreciate your enthusiasm.

To apply for this position, please send us your CV and cover letter. To do this you can submit the job application form linked [here](#).

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ABOUT DHARMA

Our mission is to bring the world together through the power of shared experience.

DHARMA is a fast-growing, travel-tech startup who's innovative B2B2C business model creates, builds, launches, and operates trips for influential people and brands created around passion points - from fashion to wellness to food and wine. Our dynamic, enthusiastic team has a positive impact on the world and does exceptional work. Together, we are revolutionizing the way travel experiences are built, promoted, and delivered.