



Job Title: Recruiter - Independent Contractor

Organization: Winning Abilities

Mission:

Winning Abilities is a personal representation agency that works with its clients and utilizes its human-based platform to create opportunities for individuals with exceptional talents in work, sports, communities, and beyond. Our mission is to create inclusive and diverse environments by recognizing the unique strengths of each individual and matching them with opportunities that align with their abilities. Our values of innovation, trust, excellence, and resilience motivate everything we do.

Role Summary:

As a recruiter representing Winning Abilities, you will play a crucial role in sourcing, identifying, and recruiting individuals with special talents for corporate positions and sports organizations. Your primary focus will be on building a diverse pool of candidates across a wide range of individuals with extraordinary abilities. You will partner with Winning Abilities management to identify companies and sports teams that prioritize inclusion and value the contributions of differently abled individuals. Your efforts will directly contribute to empowering talented individuals to pursue fulfilling careers in various industries and/or excel in the sports world.

Key Responsibilities:

1. *Talent Sourcing:* Utilize various channels, including online platforms, job fairs, social media, and community events, to identify and attract individuals with special talents, such as people with disabilities, unique skills, or exceptional abilities in adaptive sports.
2. *Candidate Assessment:* Conduct assessments and interviews with potential candidates to understand their strengths, career aspirations, and compatibility with available opportunities.
3. *Customized Matching:* Combine a personalized approach and coordination with Winning Abilities management to match candidates with relevant corporate job openings or sports team positions, considering their skills, qualifications, and unique abilities.
4. *Accessibility Advocacy:* Promote awareness and advocate for accessibility and accommodations within workplaces and sports environments to ensure that differently abled individuals can perform at their best.
5. *Candidate Support:* Provide guidance and support to candidates throughout the recruitment process, offering coaching on interviews, resume preparation, career road mapping and workplace integration.
6. *Metrics and Reporting:* Track and report on key recruitment metrics, including the number of successfully placed candidates, candidate feedback, and the impact of diverse talent within partner organizations.

Qualifications and Requirement

- A strong passion for promoting diversity, inclusion, and opportunities for individuals with special talents in corporate and sports settings.
- Demonstrated experience in recruitment, talent acquisition, or human resources, with a focus on diversity and inclusion initiatives.
- Excellent interpersonal and communication skills, with the ability to build rapport with candidates and establish partnerships with corporate clients and sports organizations.
- Knowledge of various disabilities, unique abilities, and talents, and an understanding of the importance of accessible and inclusive environments.
- Familiarity with the corporate world and sports industry, including the ability to identify relevant roles and opportunities for differently abled candidates.
- Proactive, self-motivated, and able to work independently to meet goals and deadlines.
- Located in Minnesota or New York (preferred)

Terms of Engagement:

As an Independent Contractor for Winning Abilities, you will work at your own pace and under your own terms. The position provides you with an opportunity to make a significant impact while working with a dynamic and mission-driven organization. Compensation will be based on the successful placement of candidates and will include commissions or fees for your recruitment services. Upon successful placement of an individual, the contractor and Winning Abilities will split compensation.

Why Winning Abilities:

At Winning Abilities – YOU matter. Your development as an individual is critical and at the core of our fully integrated approach to growth. We want you to bring your unique self to Winning Abilities and find a home where you will be part of a meaningful initiative that celebrates diversity, empowers individuals with unique talents, and fosters inclusive environments. In fact, we aim for 50% of our staff to be made up of individuals with disabilities and look for a meaningful diversification across race, gender, military experience, and LGBTQ+. Your efforts will contribute to building a more inclusive and enriched society where everyone can thrive and succeed.

How to Apply:

Interested candidates are invited to submit their resume and a cover letter detailing their relevant experience and explaining why they are an ideal fit for the role. Please send your application to info@winningabilities.com with the subject line "Recruiter - [Your Name]."

Winning Abilities is an equal opportunity employer and welcomes applications from candidates of all backgrounds and experiences. We thank all applicants for their interest, but only those selected for an interview will be contacted.