

Talent Acquisition Centers



Elevate your game.

TEXTRON

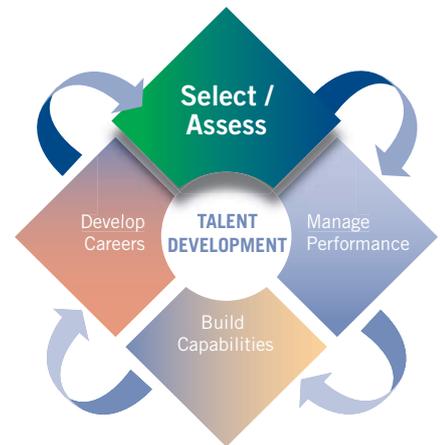
Bell Helicopter | Cessna Aircraft | E-Z-GO | Greenlee | Jacobsen | Kautex | Fluid & Power | Textron Systems | Textron Financial

The Talent Acquisition Centers: Integrating Talent Recruitment at Textron



The Talent Acquisition Centers (TAC) coordinate recruitment and staffing activity for all Business Units using common processes. This integrated approach allows Textron to more effectively identify and attract top performers and retain valuable employees by presenting exciting growth opportunities within the company. Six Sigma processes and lean tools such as Kaizen and BAPs have been critical to the Centers' development and will continue to be important strategic tools used for further improving recruiting performance.

The Talent Acquisition Centers' responsibilities for selecting and assessing exceptional people are an integral part of Textron's enterprise-wide Talent Development Model. This serves as the critical first step in the process of developing careers and shaping tomorrow's great leaders.



Uniquely Dedicated to Hiring the Best Possible Candidate

The Talent Acquisition Centers' framework is comprised of four key integrated organizational groups: Bell Helicopter, Cessna, Textron Systems, and Textron, which represents the remaining Business Units. The groups provide a range of common, supportive services aimed at developing, implementing and managing recruiting processes to ensure consistency. These recruitment services are critical to ensuring an optimal hire and that the position being advertised will meet candidate career development goals.

The Talent Acquisition Centers are designed to work closely with each Textron Business Unit. This allows TAC to focus on precise assessment of talent needs, skill sets, talent fit, and potential contribution to business growth. TAC representatives provide a wide range of supporting services to hiring managers and employees.

Talent Acquisition Centers

TEXTRON TAC

Corporate, E-Z-GO,
F&P, Greenlee,
Jacobsen, Kautex, TFC

BELL TAC

CESSNA TAC

TEXTRON SYSTEMS TAC



Elevating Our Game

to Ensure a Winning Team



The Talent Acquisition Centers stay current with best-in-class hiring practices and recognize the need to establish criteria to guide the talent search and monitor success. Together, the Centers track a common set of performance metrics covering quality, cost, and delivery. Textron recognizes the value of improving the diversity of our candidate pool and the role it plays in forming a winning team. We believe that elevating our game in these areas leads to better decision-making and greater efficiencies, which ultimately translates to a more rewarding experience for each new hire.

Hiring Managers:

What to Expect from the Talent Acquisition Centers

A Talent Acquisition Center recruiter will contact the hiring manager upon receiving an approved open requisition to review the opportunity and help set expectations and the timeline for the hiring process.

Needs Assessment

A meeting will be set with the hiring manager to define needs and qualifications and establish key performance indicators for the ideal candidate. Expectations such as time frame and current labor market are discussed. Strategies are then developed to search for qualified candidates from both internal and external sources.

Sourcing

A comprehensive search to find top talent is conducted by TAC using proven recruiting strategies. Resumes are screened against defined qualifications. Pre-qualified candidates are interviewed, and qualified candidates are then presented to the hiring manager.

Interviewing

Business Unit interviews are scheduled and details are managed with both the candidate and the interview team. TAC continues to work as a liaison between candidates and the hiring business.

Selection

TAC facilitates the offer process and provides feedback to the candidates not selected. The recruiter provides assistance in transitioning candidates and/or employees to their new assignments.



Textron Employees: The Talent Acquisition Centers Help You Grow

A young man with dark hair and glasses is shown in profile, looking towards the left. He has his right hand raised to his face, with his fingers resting near his eye, suggesting a thoughtful or listening posture. The background is a solid, vibrant blue. The overall image conveys a sense of focus and professional growth.

As a current Textron employee, you can apply for a position in any Textron Business Unit by following a few key steps. These steps are designed to help you secure a position that best suits your skills and career goals and further your growth as a professional. Openings across the businesses are generally posted on our internal and external job boards simultaneously.

How to Apply

Before applying to a specific opening, review your profile information on the "My Profile" tab. Make sure to update any information that is listed, and include a copy of your resume in the resume section. After you have completed your profile, locate the job of interest and select the "Apply for this Job" link at the bottom of the job posting.

Screening

A recruiter will review your qualifications against the job requirements and may contact you to discuss your fit for the position. During this discussion, if there appears to be mutual interest, we encourage you to discuss this opportunity with your current management, as we will send an automatic notification.

Manager Review

The recruiter will present the most qualified candidates to the hiring manager, as well as a list of all internal candidates. After discussing each candidate's qualifications, the hiring manager and recruiter decide which candidates will be interviewed.

Interview

If you are selected, the recruiter will contact you to set up the interview. The recruiter is your point of contact for all coordination and interview details, including scheduling, providing forms and travel arrangements.

Final Candidate Evaluation

The recruiter, hiring manager and other business interviewers meet to evaluate the final candidates and discuss offer letters, as appropriate.

Offer

If you are selected for the open position, you will be presented with a verbal offer. The recruiter will then email or send in the mail a formal offer letter and any associated attachments (benefits, relocation summaries, etc.).

Hire

If you accept the position, the recruiter and hiring manager will work with you and your current manager on the final details for transferring to your new position. At this point, the recruiter notifies all other candidates that the position is filled.



JOB SEARCH

To review jobs that are available at the Business Units, log into your profile on ERIC (Enterprise Resource Information Center), and use the "Job Search" tab to search for jobs using a variety of criteria. From the search results page, select the job title to view the job posting in complete detail. You can also set up search agents to notify you via email when a job matching your interests is posted.

TEXTRON

Attracting Top Talent to the Top Brands

As Textron strives to be the premiere multi-industry company, Textron expects – and requires – nothing less than the most intelligent and motivated individuals for each of its Business Unit teams. Whether it's developing the careers of current employees, hiring top academic achievers or reaching out to talented candidates, the Talent Acquisition Centers represent the company's ongoing commitment to attracting the top talent to the world's top brands.



www.textron.com
Visit us on ERIC under "Jobs at Textron"