

**Regional Talent Pipeline Management Project Manager**

**Reporting Relationship: Director - CME & Vice President**

**Purpose of Job:** Implement the Talent Pipeline Management (TPM) framework through a collaborative effort with healthcare employers and their associated education and workforce development partners to address and improve healthcare workforce challenges in the Area L AHEC region.

**Position Summary:** Responsible for managing the development, implementation, and coordination of the TPM project along with Area L AHEC stakeholders by working closely and communicating regularly with executive and operational sponsors to track project progress, resolve project-related issues, and ensure overall success.

**General Duties and Responsibilities:**

- With support from Area L AHEC leadership and the state-level Regional Support Team and Executive Leadership, develop and execute a comprehensive regional TPM strategy for healthcare system employers, leveraging TPM data-driven insights to identify and address talent gaps, anticipate future workforce needs, and align with overall business objectives.
- Collaborate with senior leadership across multiple public and private organizations to develop and implement sustainable strategic talent pipeline solutions that close the people and skills gap for critical roles identified via the TPM process.
- Analyze and interpret data from the TPM program to identify trends, gaps, and opportunities for improvement in the talent pipeline across the entire regional healthcare ecosystem.
- Establish and maintain Return on Investment (ROI)-focused partnerships among healthcare employers and educational institutions to build a robust talent ecosystem and ensure a continuous supply of skilled professionals for healthcare system employers.
- Collaborate with internal departments and external partners, in education and the employment sectors, to design and implement training programs that address current and future skill needs for multiple healthcare organizations.
- Monitor the effectiveness of training programs and make data-driven recommendations for improvements, ensuring alignment with industry trends and best practices.
- Lead change management initiatives related to regional TPM solution implementation, ensuring effective communication, stakeholder buy-in, and successful adoption of new processes and strategies across multiple healthcare employers.

- Regularly update senior leadership from various organizations on the progress of TPM initiatives, presenting data-driven insights and recommendations to support decision-making.
- Work with the Regional Support Team and Executive Leadership to identify and create new or alternative funding models for workforce pipelines.
- Continuously evaluate the effectiveness of regional TPM initiatives, making data-driven adjustments as needed to optimize outcomes for healthcare system employers.
- Stay current on industry trends, best practices, and emerging technologies in healthcare talent management, incorporating innovative approaches into the region's TPM strategy.

**Qualifications, Education, and Experience:**

- Required Education: Bachelor's Degree in Business Administration, Human Resources, Healthcare Management, or a related field.
- Preferred Education: Master's Degree
- 3-5 years of project management/coordination experience
- Experience in talent management and workforce development is a plus
- Experience designing and implementing successful strategies that require change management and stakeholder engagement
- Experience in analyzing complex data and making data-driven decisions
- Ability to manage and prioritize multiple tasks, projects, and deadlines
- Excellent written and oral communication skills
- Should be well organized, self-directed, and independent
- Valid NC Driver's license and some light lifting and moving ability
- Ability to use standard office equipment and proficient in Microsoft Office Suite

**Preferred Licensure/Certifications:**

- Certified Associate in Project Management (CAPM)
- Project Management Professional Certification (PMP)
- Talent Pipeline Management (TPM)