



Job Description



The Organization: CommunityAmerica Credit Union

Position: Vice President, Talent Acquisition

Reports To: Senior Vice President, Human Resources

Department: Recruiting Services

Location: Lenexa, KS

The Organization:

[CommunityAmerica Credit Union](#) is a leading not-for-profit, member-owned financial institution headquartered in Lenexa, Kansas, dedicated to helping individuals and businesses achieve financial peace of mind at every stage of life. Founded in 1940, CommunityAmerica has grown into one of the nation's largest credit unions, serving hundreds of thousands of members with a full suite of financial products and services — from everyday checking and savings to loans, mortgages, retirement planning, and wealth management. As a cooperative, profits are returned to members through competitive rates, low fees, and an annual Profit Payout program. CommunityAmerica also actively supports financial education and community partnerships, reflecting its mission of enriching the communities it serves.

CommunityAmerica recently expanded its footprint through the acquisition of UNIFY Financial Credit Union, significantly increasing its scale and reach. With this strategic addition, the combined organization now encompasses approximately \$10 billion in revenue and a workforce of more than 1,500 employees. The acquisition strengthens CommunityAmerica Credit Union's ability to deliver enhanced products, expanded geographic coverage, and greater resources — further reinforcing its commitment to long-term member value and community impact.

The Opportunity:

The **Vice President of Talent Acquisition** is responsible for leading the strategy, operations and execution of the Talent Acquisition function. This role oversees the full recruitment lifecycle of a national organization with a keen eye on business need and candidate experience. This role serves as a subject-matter expert and consults with business leaders to determine current and future talent planning needs. The Vice President of Talent Acquisition showcases a growth mindset, is a proven leader and collaborator, and brings innovative ideas to sourcing a diverse pool of qualified candidates. The Vice President of Talent Acquisition will oversee two direct reports, a Senior Recruiter and Recruiter, with plans to grow the team.

Essential Functions:

- Serve as an influential & strategic thought partner throughout the recruitment process.
- Lead a high-performing talent acquisition team by setting clear expectations, delivering candid feedback, and holding the team accountable for hiring top talent while delivering excellent candidate and hiring manager experiences.
- Advise leaders on hiring best practices including conveying our brand and value proposition and attracting a diverse group of qualified candidates.



- Build strong relationships with leadership to develop and implement innovative, full-life cycle recruiting strategies in alignment with organizational goals.
- Showcase a growth-mindset in a fast-paced environment of collaboration, learning, and teamwork.
- Design best-in-class hiring manager and candidate experiences, embracing technology/ATS and other HRIS systems to streamline the user experience & internal workflows.
- Measure what matters. Develop recruiting analytics that measure overall effectiveness of talent acquisition strategies, monitor trends, and sense and respond via continuous improvement.
- Responsible for sourcing, screening, and interviewing candidates for senior-leader positions and various departments across the credit union.
- Keep current on national recruiting trends and methodologies to attract top talent.
- Partner with marketing to develop materials and programs to attract talent to the credit union.
- Prepare and manage an annual budget consistent with talent acquisition strategies.
- Act as a primary point of contact with vendors and outside agencies to complement internal strategies and recruiting operations. Track and manage temporary and contract resources for credit union.
- Demonstrate behaviors that are consistent with the credit union's values and leadership characteristics.
- Perform additional duties as assigned.

Education and Experience Requirements:

- Bachelor's degree in Business Administration, Human Resources or related field.
- 7+ years recruiting experience with 3+ years recruiting senior level positions.
- National recruiting experience.
- Previous experience managing a recruiting team required.
- Extensive experience using applicant tracking systems. iCIMS experience preferred.
- Previous recruitment in financial services industry preferred.

Required Knowledge, Skills and Abilities:

- Must 'listen to understand', taking a consultative approach to business partnerships.
- Ability to act as a trusted advisor who collaborates, asks smart questions, and enables others to make better decisions.
- Demonstrated self-starter with high degree of initiative.
- Excellent working knowledge of recruiting methods and all applicable employment laws and regulations.
- Demonstrated ability to coach and develop talent and effectively provide constructive feedback to recruiting team.
- Must have strong written and verbal communication skills. Must be able to communicate directly and diplomatically in oral and written forms.
- Demonstrated ability to attract candidates with a compelling value proposition.
- Ability to effectively manage multiple competing priorities through efficient time management and organizational skills.
- Must be able to maintain a high degree of confidentiality and discretion.
- Proficient in MS Office Suite (Word, Excel, Outlook, and PowerPoint).



About Cornerstone Executive Search

Cornerstone Executive Search is a leading retained executive search firm that helps great companies recruit great leaders. For more than 40 years, our firm has excelled in serving our client companies with executive talent acquisition, leadership development and career transition services in Kansas City and across the Central Midwest region of the United States. Our firm has successfully completed more than 1,600 retained executive search assignments for C-suite, President, Vice President, Director and Management-level positions. To inquire about how Cornerstone Executive Search can serve your executive talent acquisition needs, please [click here](#) to visit our website.

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