

SR. TALENT MANAGER

Location Plano, TX (HYBRID)

Type Full-Time

About Us

Tiga Talent House is an emerging talent and production agency shaping the future of brand storytelling.

We specialize in three core pillars: Talent, Creative, and Production – bringing together exceptional people, powerful ideas, and flawless execution. Our mission is to bridge the gap between talent and brands, curating a roster of elite professionals including brand ambassadors, models, influencers, creators, photographers, videographers, presenters, DJs, and entertainers.

From brand activations and pop-ups to full-scale campaigns and content production, we execute with precision across every touchpoint – IRL and URL. Whether it's a guerrilla marketing stunt or a social-first campaign, we deliver impact that resonates far beyond the screen.

Our creative studio is fueled by bold ideas and fearless storytelling. We partner with brands from the ground up, offering strategy development, creative direction, art direction, and campaign consulting to shape narratives that break through the noise.

At Tiga, our signature is simple: Flawless execution. Bold vision. Real results. Join us in creating experiences that move culture forward.

With TIGA making its debut, we are in search of a resilient and creative Sr. Talent Manager to play a pivotal role in shaping our talent pipeline and supporting our client relationships.

Position Overview

As the Sr. Talent Manager, you will have the unique opportunity to lay the foundation for the future of our talent operations while favoring quality over quantity. The Talent Manager will play a critical role in ensuring the smooth execution of our projects by recruiting, managing, and coordinating talent for campaigns, shoots and experiential

activations. This proactive and determined individual will be responsible for building and maintaining a talented pool of personnel while also overseeing scheduling, training, and performance management.

You'll work closely with leadership to refine and optimize our talent strategies, creating a streamlined experience for both talent and clients alike.

This is an incredible opportunity for a dynamic and motivated individual who fosters a unique blend of innovation, style and professionalism. If you are a self-starter who thrives in a fast-paced environment and enjoys building something from the ground up, we would love to meet you!

Key Responsibilities

- Develop and implement effective talent workflows and recruitment strategies, working closely with leadership to continuously improve our practices.
- Source, interview, and onboard candidates across different industries, ensuring a high standard of quality and alignment with client needs.
- Maintain a database of qualified event personnel while regularly updating availability, skills, and contact information.
- Collaborate with producers and project managers to understand talent requirements and preferences for each project, adjusting plans as necessary.
- Create and manage talent schedules, considering factors such as availability, skill level, and logistics.
- Provide training and orientation to new talent, ensuring they understand job responsibilities, company policies, and safety protocols.
- Conduct performance evaluations and provide feedback to talent, addressing any issues or concerns in a timely and professional manner.
- Track key metrics related to talent success, turnover, and client satisfaction to identify areas of opportunity and improvement.
- Serve as the primary point of contact for talent, addressing inquiries, scheduling conflicts, and other personnel-related matters.
- Stay informed about industry trends and best practices related to talent management, making recommendations for continuous improvement.
- Support the growth and development of future talent professionals as the team expands, promoting a culture of collaboration, excellence, and growth.

What We're Looking For

- Proven experience in staffing, hospitality management or talent acquisition, ideally in an agency-setting or fast-paced environment

- Strong understanding of talent industry dynamics
- Excellent communication and interpersonal skills, with the ability to build rapport and effectively manage relationships with diverse stakeholders.
- Highly organized and detail-oriented, with the ability to manage multiple tasks simultaneously in order to deliver exceptional service.
- A proactive, solution-oriented mindset that can remain calm under pressure, adapt quickly, and make sound decisions in high-stress situations as demands change and priorities shift
- Strong leadership skills in order to motivate and inspire talent
- Demonstrated ability to thrive in an entrepreneurial or startup-like environment where you can drive change and take initiative
- Strong proficiency in Microsoft Office Suite, recruitment tools and other relevant software applications.
- Flexibility to work evenings, weekends, and holidays as needed to support project operations.

Benefits

- Competitive salary commensurate with experience
- Health, dental, and vision insurance options
- Paid time off
- Significant opportunities for professional development, leadership, and advancement.
- Dynamic and collaborative work environment with opportunities to work with iconic brands, unforgettable events and culture-forward campaigns

If you're ready to make your mark at an exciting agency that values talent and innovation, we invite you to join our team.

How to Apply

Please email join@wearetiga.com to submit your resume along with a cover letter outlining your experience and why you would be a great fit to serve as our Sr. Talent Manager role at TIGA TALENT HOUSE

For any questions, please reach out to *Alexandra Castillo*

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We look forward to hearing from you!