

ABOUT TALON GROUP

Talon was established in 2012 with the ambition to create a global Out of Home (OOH) agency providing uncompromised advice and service for our clients. Today we are a high growth independent full service OOH agency with a team of over 230 people globally.

Together we are dedicated to driving client value through a combination of teamwork, expertise, creativity, data and proprietary technology. We are agile and entrepreneurial our simple philosophy enables us to deliver outstanding work.

There's never been a more exciting time to be involved with OOH and we're excited about the next chapter.

OUR VALUES AND HOW WE WORK TOGETHER

WE ARE BOLD_	WE ARE HUMAN_	WE ARE SMART_
As industry provocateurs and pioneers, we respectfully challenge the status quo, take pride in our people, big ideas and partnerships	We are a diverse collective of changemakers who value respect, fairness, and integrity and expect the same in return	Our trailblazing spirit and learning centric culture ensures our knowledge provides maximum value to each other and our clients
<ul style="list-style-type: none"> • We embrace change • We challenge respectfully • We lead the way 	<ul style="list-style-type: none"> • We value collaboration and togetherness • We are empathetic • We embrace individuality 	<ul style="list-style-type: none"> • We grow and learn • We are trusted • We are mission possible

THE ROLE

This role reports to the SVP, Channel Engagement and is responsible for the development and negotiations of best-in-class out of home plans for our clients here at Talon. As an Associate Director of Channel Engagement, you are responsible for maintaining excellent relationships with our Media Owner partners, working closely with the internal channel team to help grow and develop their talents, and excel in the OOH marketplace as the SME (Subject Matter Expert).

YOU

The main responsibilities of the role are:

- Have ultimate responsibility for local market and national plan development, media owner relations, rate negotiation, and report generation.
- Ensure you have a thorough understanding of the strategy and objectives of our internal and external clients
- Identify and resolve all major issues within media owners to the mutual benefit of all parties
- Ultimate responsibility for developing and maintaining local vendor relationships
- Ensure you have a strong understanding of Talon's planning and buying principles

- Work collaboratively across all internal teams including Client Success, Production, Finance, Sales, etc.

WORKING HABITS AND CORE SKILLS

- Experience leading and managing a team at senior VP level
- Proven experience of channel execution and strategy at scale
- Significant experience in a media agency/vendor environment
- Proven experience of leading and managing a team
- Capable of developing and leading leaders
- Creative and critical thinking, problem solving skills
- Strong organizational skills, attention to detail
- Strong written, verbal and presentation skills
- Proactive and can-do attitude
- Basic math skills
- Microsoft Office
 - Excel Proficiency- Intermediate to Advanced

YOUR EXPERIENCE AND QUALIFICATIONS

- Demonstrable outdoor and media experience developing and negotiating plans at a local and national level for major brands and agencies.
- Candidates should be able to support and challenge the current status quo and provide teams with compelling and innovative opportunities.
- Ability to build on their existing network and able to open doors at the appropriate level.
- Excellent sales skills and marketing/media/events/experiential market knowledge.
- Demonstrate strong organisational skills with an excellent attention to detail.
- Exceptional verbal and written communication and presentation skills.
- Experience working in a busy, demanding, and pressurised environment.
- Driven and self-motivated to deliver results.
- Flexible and willing to embrace change and new opportunities

BENEFITS INCLUDE	
401K with employer matching	Enhanced paid family leave
Life Insurance	Birthday leave
Health, dental and vision	Voluntary/Charity leave
Generous PTO	Regular all staff educational workshops
Feel Good allowance of \$50 per month	Training allowance
Smarter Working (hybrid working, early Friday finish, and summer hours!)	Phone allowance