



Position Title: Talent Attraction & Retention Manager

Department: Innovation & Talent

Location: Birmingham, AL (Hybrid with statewide travel)

Reports To: Vice President, Innovation & Talent

Salary: \$60-65,000 annually

Overview:

At the **Economic Development Partnership of Alabama (EDPA)**, we're on a mission to connect Alabama's young professionals and students to the exciting opportunities and welcoming communities across the state. As the Talent Attraction & Retention Manager, you'll take the lead on two initiatives: **FuelAL** and the **HBCU Innovation Internship Program**. These programs are designed to show emerging talent the pathways to meaningful careers — right here in Alabama.

If you're passionate about building programs, relationships, community and economic opportunity, this could be a great fit for you. We're looking for someone who is both **strategic and highly operational: a strong communicator, detail-oriented program executor, and trusted ambassador** for EDPA and its talent network across the state.

What You'll Do

Lead FuelAL & HBCU Internship Programming

- Support the execution of FuelAL's summer experience in 10+ communities across Alabama.
- Work closely with chambers of commerce, HBCUs, economic development orgs, and local leaders to bring high-quality programming to life in various local communities and at a statewide level.
- Be the statewide point person for both FuelAL and the HBCU Internship Program — coordinating logistics, aligning messaging, and solving problems on the fly.
- Lead the charge on signature events, like the FuelAL Summits, career exposure sessions, and HBCU Internship professional development, from planning to post-event follow-up.
- Keep programs on track and on brand — managing timelines, vendors, budgets, and communications with care and consistency.

Recruit and Support Student Talent

- Serve as EDPA's go-to resource for students — from applications, through onboarding and participation in FuelAL or the Innovation Internship, to post-internship development or post-Summit surveys.
- Lead student screenings and matches to ensure high-impact internship placements.

- Plan and run the bi-annual Interview Day, connecting students with employers in meaningful ways.

Engage Stakeholders and Communities

- Strengthen relationships with employer partners, nonprofits, higher ed institutions, and community leaders across the state. These relationships will help you promote internships and FuelAL programming.
- Represent EDPA and its talent initiatives at key events and roundtables — including within the Innovate Alabama Talent Network.
- Travel statewide to deepen connections, support local programming, and share the EDPA story.

Track Impact and Drive Improvement

- Collect data, student feedback, and employer insights to evaluate program success and inform what's next.
- Share results through reports and presentations that tell the story of impact.
- Bring a mindset of curiosity and continuous improvement — always looking for ways to level up the work.

Who You Are

- You have **2–4 years** of experience in program management, workforce development, higher ed, or community engagement.
- You're a **strong communicator** — professional, personable, and confident leading conversations with students and CEOs alike.
- Organization is your superpower. You thrive when juggling timelines, to-dos, and moving parts.
- You're energized by **travel, people, and purpose-driven work** — and you're excited to crisscross Alabama to connect communities.
- You love working independently but thrive as part of a collaborative team aligned around big goals.
- Bonus: You know the Alabama ecosystem or are eager to learn it.

Why This Role Matters

This is a platform for leadership, connection, and long-term career growth. You'll be a trusted face of EDPA's talent strategy and have a front-row seat to innovation in action. As EDPA continues to grow, so will your opportunities to step into leadership, expand your portfolio, and shape what's next for talent in Alabama.



Compensation & Benefits

- **Salary:** \$60-65,000 annually
- **Benefits:** Health insurance, retirement plan, paid holidays, professional development support
- **Work Environment:** Flexible hybrid schedule based in Birmingham, AL, with statewide travel required

To apply today, please submit your resume and cover letter to Audrey Hodges at ahodges@edpa.org.