



Manager, Talent Acquisition & Recruiting

WhiteWater Express Car Wash is looking for a Manager, Talent Acquisition & Recruiting to lead and elevate our recruiting strategy across a growing, multi-state organization.

This is a high-impact, hands-on leadership role for someone who enjoys building. You'll shape recruiting strategy, improve processes, optimize technology, strengthen sourcing, develop hiring practices, and use data to drive better hiring decisions.

The ideal candidate is a builder who can move comfortably between strategy and execution, designing better processes and systems while remaining close enough to the work to understand what is happening in our markets.

Location: 106 Vintage Park Blvd., Ste. 100, Houston, TX 77070

Work Arrangement: Onsite | Full-Time

Salary: 85,000–95,000 + Bonus Potential

Key Responsibilities

- Lead and continuously improve our end-to-end talent acquisition strategy and recruiting operations.
- Own and optimize our ATS, CRM, recruiting technology, AI tools, workflows, and automation.
- Build consistent interviewing, selection, and candidate assessment practices.
- Personally recruit leadership, corporate, specialized, and difficult-to-fill positions.
- Develop sourcing strategies, talent pipelines, recruiting campaigns, and hiring events for high-volume locations.
- Manage job boards, sourcing channels, recruitment marketing, employer branding, referrals, and recruiting vendors.
- Build recruiting dashboards and use data to improve time-to-fill, source effectiveness, recruiting spend, quality of hire, and candidate experience.
- Partner with HR, Regional Directors, and Operations leaders to anticipate hiring needs and solve recruiting challenges.
- Build scalable processes that create a consistent experience for candidates and hiring leaders.

Qualifications

- 5–8 years of progressive talent acquisition or recruiting operations experience.
- Bachelor's degree in HR, Business, or related field preferred, or equivalent experience.
- Proven experience recruiting management and leadership-level positions.
- Experience with ATS/CRM platforms, recruiting technology, automation, and AI-enabled tools.
- Strong experience with high-volume recruiting and/or multi-location organizations.
- Strong sourcing, interviewing, candidate assessment, and recruiting analytics skills.
- Strong communication, organization, project management, and leadership skills.
- Experience building processes and structure in a growing or changing organization.
- SHRM-CP, SHRM-SCP, PHR, SPHR, or talent acquisition certification is a plus.

Benefits

- Competitive Compensation in Base and Bonus Potential
- Comprehensive Health Benefits (Medical, Dental & Vision)
- Paid Time Off in addition to Company Paid Holidays
- 401(k) Retirement Plan with Company Match
- Company-Paid Life Insurance
- Pathways to Advancement
- Free Weekly Car Washes

WhiteWater Express Car Wash is committed to building a team of exceptional people who embrace new challenges, operate with respect and communication, and contribute to the continued growth of our organization.