

ASHLEY MADISON

Senior Talent Acquisition Recruiter



A thoughtful, solution-oriented corporate recruiting professional with 5+ years of experience recruiting for roles in finance, sales, IT, and customer service. Establishes strong partnerships with HR Business partners to develop cost effective hiring practices while promoting strong candidate experiences. Drive diversity and military hiring initiatives by identifying and engaging high-converting candidate pipeline channels.

CONTACT

337-477-4114 

ashleyma@gmail.com 

linkedin.com/in/ashleyb/ 

Richmond Hill, GA 31324 

EXPERTISE

Corporate Recruiting
Diversity & Inclusion
Military Hiring
Recruiting Strategy
Mentorship & Training
Career Fairs
Offers & Negotiations
High-Volume Recruiting
New Hire Orientation
Behavioral Interviewing
Unconscious Bias Training

EDUCATION

Bachelor of Arts
in Business Administration
w/ major in Marketing
Troy University, Troy, AL

EXPERIENCE

Virtual Recruiter

Wayfair LLC | June 2019 – February 2020

As part of a newly formed virtual recruiting team, handled high-volume recruiting of virtual customer service representatives. Exceeded monthly hiring goals, consistently achieving 13-16 hires per month, while leading the team in candidate feedback survey scores - achieved average 89% promoter score vs. team average of 81%.

- Co-authored training program content for incoming recruiters; delivered training and coaching to new recruiting staff on candidate profile and time management best practices.
- Act as a talent advisor to hiring managers and coached interviewers on behavioral-based interviewing.
- Spearheaded military hiring partnership program with organizations like *Hiring our Heroes, Warriors to Work*; partnerships improved app-to-hire ratio from 150:1 to 35:1 in a few months' time.
- Selected to join a special recruiting project for Order Management Operations team, extended 11 offers within 2 weeks and restructured interview process to meet future hiring demands.

Talent Acquisition Recruiter

Concentrix Corporation | February 2018 – May 2019

Managed full-life cycle recruiting for openings in technical support, healthcare administration, customer service, and sales. Exceeded monthly target of 40 new hires each month through effective interviewing and planning for candidate fallout.

- Oversaw candidate relationship throughout the hiring process from phone screen stage to new hire orientation, establishing regular diligent follow-through for a high-touch experience.
- Attracted candidates utilizing traditional job boards, robust employee referral programs, community engagement, and print media.
- Partnered with hiring managers and operations teams to develop proactive recruiting strategies and created sharable spreadsheets and reports for improved tracking and monitoring.
- Introduced new interview strategy to improve quality of hire; transitioned team from ineffective group/panel interview structure to a streamlined one on one approach.
- Enhanced process for reporting personnel information including I-9s, signed offer letters, interview notes, background check status.