

Rob McIntosh Talent Acquisition Leadership Executive Summary

(Atlanta, Georgia) Email: cambor_001@hotmail.com Cell: (770) 377-8397 [LinkedIn Profile](#)



A Senior Talent Executive with 20+ years of global experience consistently delivering results through building high performing teams and operational excellence for fortune 100 companies and start-up's:

- ✓ Led and managed large globally distributed teams in centralized and decentralized models while meeting aggressive hiring demand plans (Americas, Europe, Asia Pacific and India).
- ✓ 10+ Years working with the c-suite on global Talent Acquisition strategies, initiatives and deliverables.
- ✓ Experience creating, deploying and managing Shared Services, CoE, Off-shore, Near-shore, In-sourcing, Outsourcing (RPO) recruiting models and organizations.
- ✓ Extensive experience as an executive leader/coach of developing recruiting talent and global teams – [See LinkedIn Profile References](#) + Article: [So you want to be the head of Talent Acquisition](#)
- ✓ Consistently reduced the Time to Fill, while lowering the Cost per Hire (hundreds of percent).
- ✓ Deep experience with Artificial Intelligence (AI) and automation recruiting solutions: Pre-screening, Interview Scheduling, Candidate FAQ's, and employee referral programs.
- ✓ Experience building and managing Campus/College/Intern, Experience Hire, Diversity, Veteran, Contingent workforces, and internal Executive Hiring delivery models.
- ✓ Experience managing large global budgets (up to 20mill), maximizing the ROI while optimizing OE.
- ✓ Creation of Talent Acquisition scorecards and KPI's, business value metrics, deep analytics reporting, processes that produce transparency and accountability that help evangelize and educate Senior business leaders around the ROI of go to market Talent Acquisition strategies.
- ✓ Specialization in Professional Services, Software Services, Healthcare and high-volume recruiting.
- ✓ Architected, designed and implemented sourcing models that focus on capturing global passive talent pools that drive pipeline ahead of the business demand while delivering against JIT recruiting demand.
- ✓ Experience working in matrixed global cross functional organizations requiring 'political savviness' and 'Impact and Influence without direct authority' competencies and skills to deliver results.
- ✓ Extensive experience deploying global HR Technologies (ATS, CRM, VMS, Career sites and Talent Communities).
- ✓ Global experience delivering results as Executive Search / Agency recruiter and leader.

Executive Summary Professional Experience

McINTOSH & Co	Principal Advisor & Founder / Jan 2017 – Current
ERE Media	Chief Analyst & Advisor / Jan 2015- June 2017
McKesson	VP Global Talent Acquisition / Feb 2014 - Jan 2015
Avanade	SVP Global Talent Acquisition / Nov 2008- Jan 2014
Deloitte	US Sourcing CoE Lead / June 2006 – Oct 2008
Microsoft	US Central Sourcing Manager / Mar 2004 - May 2006 Senior Talent Scout / Mar 2003 - Mar 2004 Recruitment Manager (Canada) / Mar 2000 – Mar 2003
Robert Half International	Senior IT Recruiter / Jan 1999 – Mar 2000
Greythorn Limited	Manager Executive Search / 1997 – Sept 1998
Dunhill Management	IT Recruiter / Dec 1996 – Sept 1997
Human Capital Institute	Advisor & Primary content contributor Talent Acquisition Strategist Course (Pro bono) / May 2013- Oct 2013
SourceCon	Co-Founder (Sold to ERE Media) / Jan 2007 - Oct 2008

Detailed long form resume with responsibilities and achievements can be provided on request.

Education

Control Data Institute (Sydney Australia) Advanced Diploma in Programming and Operations - COBOL, RPG I, RPG II, Basic, DOS, Mainframe Administration and Operations, Media handling, Systems Management.

Industry Contributions, Public Speaking & Press Articles

Creator of Wikipedia Definition of '[Recruiting Metrics](#)' / Creator of Wikipedia Definition of '[Sourcing](#)'

Creator of ERE Media's '[Talent Advisor Course and Certification](#)

Primary design and core content contributor – [HCI Talent Acquisition Strategist Certification](#)

Australian Talent Conference – A.I. for Recruitment: What does it mean & how it's helping talent functions today.

ERE – [A Framework for Improving and Measuring Quality of Hire](#)

CareerBuilder Empower – [State of Talent Acquisition](#) / ERE – [Talent Analytics](#)

[HR Examiner Top 100 Influencers](#) - Rob McIntosh Top 10

Australian Talent Conference – Building Proactive Sourcing Functions to Fill Critical Positions

SourceCon Conference - Building a Successful Talent Acquisition and Sourcing Function

CareerXroads Colloquium – Advanced Metrics and Talent Acquisition Analytics

CareerXroads Colloquium - Setting up Sourcing Teams: Challenges & Opportunities

ERE - Central Sourcing Developing a new recruiting model