

PROFESSIONAL SUMMARY

Dynamic Recruiting Leader & Resource Management Expert with a track record of building high-impact teams, optimizing hiring strategies, and scaling recruitment operations in fast-paced, high-growth environments. Proven ability to align talent acquisition with business objectives through creative recruiting strategies and proactively building a robust pipeline of diverse A+ talent at all levels through research, social media, cold calls, referral generation, events, and sourcing campaigns to accomplish hiring goals. Passionate about AI, technology, and data-driven hiring strategies to enhance workforce planning and efficiency.

CORE COMPETENCIES

- Technical Recruiting Leadership & Team Development
 - Workforce Planning & Resource Optimization
 - Data-Driven Recruitment & Forecasting
 - Process Improvement & Scalability
 - AI & Technology Hiring Strategy
 - Stakeholder Engagement & Executive Collaboration
 - Excellent Communication & Executive Advising
 - Ability to Persuade and Advise Executives on Recruiting Best Practices
 - Candidate Whisperer – Passion for Engaging and Connecting with Top Talent
 - Advocate for Talent Quality Over Quantity – Precision Hiring for Impactful Teams
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PROFESSIONAL EXPERIENCE

Founder & Master Technical Recruiter | ReginaHancock.com, LLC

2017 – Present

- Established a high-impact tech recruiting firm, specializing in sourcing and placing top-tier technical talent for software engineering, infrastructure, UX, and leadership roles
- Successfully filled hundreds of critical roles with an average time-to-fill of 2.5 weeks, leveraging advanced sourcing techniques and AI-driven recruitment tools.
- Developed and executed customized hiring strategies for startups and Fortune 500 clients, ensuring alignment with business goals and scaling needs.
- Built high-touch candidate engagement strategies to attract passive talent, utilizing deep industry networking and Boolean search expertise.

Senior Resource Deployment Manager | Verizon

REGINA HANCOCK, RMCP®

Lead Recruiting Manager | Talent Acquisition Strategist | AI Technical Hiring Expert

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Regina@ReginaHancock.com

[Regina's LinkedIn Profile](#)

ReginaHancock.com

March 2020 – January 2023

- Led strategic workforce planning and resource allocation for Verizon's Professional Services team, ensuring optimal talent deployment across high-priority projects.
- Partnered with senior leadership, project managers, and talent acquisition teams to align hiring and resource management with business objectives.
- Managed hiring, utilization, and forecasting to maximize efficiency and workforce productivity.
- Utilized Salesforce, SAP, and Tableau to analyze resource capacity, enabling data-driven decision-making for recruitment needs.
- Spearheaded weekly staffing meetings to drive strategic discussions on hiring priorities, project pipeline, and resource utilization.

Technical Talent Acquisitions Manager | Lab1886 (Mercedes-Benz Incubator StartUp)

2018 - 2019

- Launched the U.S. recruitment strategy for Lab1886, spearheading end-to-end hiring for Product Managers, UX/UI Designers, and Engineers.
- Negotiated offers and managed vendor relationships to enhance hiring efficiency.
- Drove diversity hiring initiatives, ensuring inclusive talent acquisition practices for the innovation team.

Lead/Senior Technical Recruiter | Staffing Technologies

2015 – 2017

- Led full-cycle recruiting for high-profile clients, including Verizon, AT&T, Coca-Cola, and Home Depot.
- Successfully staffed SAP Data Migration Analysts & Engineers for Coca-Cola's CONA division, outperforming 15 competing vendors and generating \$2.5M in GPM revenue.
- Developed innovative recruitment strategies, mentoring junior recruiters to ramp up productivity in under 30 days.

Technical Talent Acquisitions/Recruiting Manager | Gulf Coast Enterprises (GCE) (Virtual + Travel)

2014 - 2015

- Phased out the use of 7 contract staffing firms, saving the company over \$100,000 in fees.
- Led all internal recruiting and talent acquisition for a DOD DMDC Contract requiring 45% disabled (AB1) technical staff.
- Managed 3 Technical Recruiters while hiring for 20+ open positions, prioritizing Wounded Warriors, Disabled Veterans, and People with Disabilities.
- Attended career fairs focused on the disabled IT community, building a strong pipeline of talent.
- Supported job sites in Monterey, CA, and Alexandria, VA.

Technical Recruiting Manager (Virtual) | Tiger Team Consulting – EnvisionThis

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2006 – 2013

- Led full-cycle recruitment of Software Engineers, Developers, DBAs, and technical R&D talent specializing in .NET and Java stacks.
- Eliminated the need for external vendors, saving the company over \$300,000 in fees.
- Managed a Technical Recruiter and developed recruitment metrics to track staffing performance.
- Partnered with hiring managers to define technical roles and maintain an extensive candidate database.
- Utilized social media, job boards, networking, and Boolean search strategies for sourcing top-tier technical talent.

EDUCATION & CERTIFICATIONS

- **Bachelor of Science in Social Work**, Florida State University
- **Resource Management Certified Professional (RMCP®)**, Resource Management Institute
- **Microsoft Career Essentials in Generative AI Certificate**, Microsoft
- **Elements of AI Course**

TECHNICAL SKILLS & TOOLS

- **Applicant Tracking Systems (ATS):** Workday, Bullhorn, JobDiva, Taleo, Avature, Greenhouse
- **Sourcing & Recruiting:** LinkedIn Recruiter, AI-Powered Talent Tools, Boolean Search
- **Data & Workforce Analytics:** Salesforce, SAP, Tableau, Excel Forecasting
- **AI & Tech Hiring:** Deep interest in AI hiring, prompt engineering, and emerging AI trends