Aaron Andrews

aaronandrews23@yahoo.com | (256) 338-0475
LinkedIn: https://www.linkedin.com/in/aaronandrews22/ | Power BI Portfolio: https://aaronsanalytics.com/
Birmingham, AL

PROFESSIONAL EXPERIENCE

Vaco | Birmingham, AL   September 2017 - Present
Senior Technical Recruiter   October 2019 – Present

- Connect with IT talent across the US via a variety of methods (LinkedIn, Dice, CareerBuilder, Indeed, internal networking, etc) to establish long term relationships, enhance the hiring experience, and build candidate pipelines for clients in multiple industries
- Full desk recruiting and account management for Direct-Hire, Contract-to-Hire and Consulting Technology roles including: .NET Developers, BI Developers (Power BI & Tableau), Data Architects, Software Architects, CIO/CTO's, CRM Developers (Dynamics 365 & Salesforce), Data Analysts, UI/UX, Product Owners, Project Managers, System/Network Admins, and Help Desk.
- Screen candidates utilizing the "Drivers" method to determine the type of role/company that is best fit based on responsibility, culture/management, growth potential, compensation, industry, remote flexibility, and work/life balance
- Develop and maintain relationships with hiring managers in a multitude of industries (SaaS, insurance, retail, construction, manufacturing, transportation, marketing, and telecom) to understand skill and cultural requirements for open job orders
- Develop internal interactive dashboards to visualize team financials, goals, fill ratios, top clients, desired skill set trends and compensation trends utilizing Power BI and Excel
- Create LinkedIn content for a network of over 2,000 followers highlighting resume/interview tips, networking advice, and job openings
- Generated over $750k of gross margin between 2018-2021

Senior Recruiter |Global Solutions   September 2017 –
October 2019

- Source, screen and recruit resources across the United States for various contract and direct hire roles including: Senior IT Project Managers, Java Developers, .NET Developers, UI/UX Engineers, Big Data Engineers, Data Scientists, Network Engineers, Cyber Security Engineers, Technical Support, Business Analysts, Financial Analysts, Tax/Audit Managers, Senior and Staff Accountants, Recruiting Coordinators, Project Coordinators, Sales Reps, Admin Support, and Call Center/Customer Service Specialists
- Collaborate with and strategically recruit top talent for global clients that consist of large enterprise corporations, Fortune 500s, and the Federal Government (IT, Healthcare, Accounting/Finance, Admin, Design, Engineering, Telecom, Marketing, etc.)
- Utilize recruiting tools consisting of our own Applicant Tracking System (Bullhorn), Boolean searches on CareerBuilder, DICE, LinkedIn, as well as "outside of the box" recruiting strategies and sources.

EDUCATION

Auburn University, Auburn, AL
May 2017
Bachelor of Science in Marketing **– 3.31 cumulative GPA**