

Senior Talent Acquisition Leader

Unconventional Critical Thinker Driving Recruitment Results

Solutions-driven **Senior Talent Acquisition Manager** with key knowledge and expertise in full lifecycle recruitment initiatives. Influential leader with impressive record of success in leading large teams and delivering critical talent acquisition strategies that enable organizational growth. Able to review forecasting needs and create hiring initiatives to meet those demands. An agile, critical thinker who can clearly and concisely communicate and influence decisions with data and logic. Active Secret Clearance.

■ Core Competencies

*Strategic Talent Acquisition
Metrics & Data Analysis
Applicant Pipeline Management*

*Influential Leadership
Talent Identification
Creating High-performing Recruiters*

*Stakeholder Engagement
Strategic Marketing Campaigns
Recruitment Marketing Analysis*

■ Key Leadership Highlights

- ✓ Devised and implemented creative marketing campaign to overcome shrinking recruiting budget. Successfully grew applicants and increased recruiter productivity 120%.
- ✓ In crucial turnaround roles, coached and mentored lowest performing recruiters to facilitate their transformation and rise to the top three recruiters on a 60-person team, in less than six months.
- ✓ Out-produced competition by over 100% by developing and implementing strategic recruiting performance plans (short and long-term) to develop high-performing teams.
- ✓ Substantially increased applicant flow by 50% by improving public relations within local communities and establishing partnerships with city officials.

■ Professional Summary

Company • 2007-Present

A Company is a market leader providing IT cloud solutions headquartered in Reston, VA, with over 5K employees.

Senior Talent Acquisition Manager • 2019-2022

Manage a 30-person Resources Department to include a team of four Recruiting Managers. Manage key metrics and provide strategic analysis to organizational leadership to further enhance recruiting efforts and close recruiting gaps.

- Function as Subject Matter Expert (SME) and key advisor to leadership team to assist with developing, designing and delivering customized recruiting strategies that identify and increase prospective talent for their pipeline.
- Drastically increased recruiter resource utilization rate from 46% to 97.6% within 12 months by becoming the “go-to” recruiting resource for three divisions though enhanced customer service, by reducing turnaround time and proactively solving their recruiting challenges.
- Provide direct management of Recruiting Managers in all recruiting operations, preliminary on-boarding procedures, quality control and applicant career qualifications. Continuously motivate and monitor performance of team.
- Drove efficiency improvements by 30% by proposing and implementing applicant tracking system to automate contract processing.

Talent Acquisition Manager · 2012-2018

Led, developed and managed three teams totaling 30 personnel. Engaged with organizational leadership to address recruitment challenges and to develop and prioritize recruiting initiatives.

- In a turnaround role, coached the lowest recruiting producers and transformed them into the highest producers in the organization within 6 months.
- Increased offer-to-acceptance ratio by 70% by improving interview process for hiring managers.
- Developed and implemented a tracked marketing campaign, increasing applicants over a 6-month period by 146%.
- Increased number of applicants via social media and strategic promotions by mentoring and training recruiters on job board sourcing, marketing advertising, participation in career fairs and enhanced screening processes.
- Increased visibility and generated more than 10K new applicant leads at single career fair by partnering with local community.
- Managed and monitored Applicant Tracking System (ATS) to assist with creating queries to analyze recruitment production. Prepared metrics and status reports to brief senior management on market conditions and recruiting propensity.

Talent Acquisition Specialist · 2007-2012

Enhanced recruiting reputation by delivering on hard-to-meet tasks and improving production standards by over 100% in several locations. Spearheaded organizational efforts to optimize the application process, boosting the completion rate by 40%.

- Mastered the art of closing to engender commitments to public service.
- Fostered a network of professionals to enhance community awareness of the Army organization to expand recruitment efforts.
- Implemented prospecting methods of telephone, social media, face-to-face and group presentations to create leads and increase employee applications.

■ Education

- Master of Science, Alabama Institute of Technology, Currently pursuing | Target completion date of 2022
- Bachelor of Science, Business Administration, University of Alabama