

Derek Smith

CSM,PHR



www.DerekSmith.us



linkedin.com/in/dereksmith001



Dpzsmith@gmail.com



(775) 379-9399

OVERVIEW

I launched and managed 17 corporate properties during seven years as a hotelier. After an additional six successful years as a business strategist, I focused my problem-solving skills on high-volume and industry-specific staffing services during the past fourteen years. A strong work ethic and ability to communicate have recently helped me develop programs to solve the needs of customers and employees alike.

Over the past 14 years, I have focused on high-volume and industry-specific staffing services, utilizing my extensive experience to develop and implement tailored strategies that meet the unique staffing needs of diverse industries.

SKILLS

HR/Recruiting / Payroll
RPO, BPO, Managed Services
Research & Strategy
App-Based / Tech Solutions
Sales / Marketing (SaaS, B2B)
Implementation/ Project
Management
Business Intelligence

CERTIFICATIONS

CSM-Certified Scrum Master
PHR- Human Resources
OSHA 10, 30, BBP
OSHA Safety Trainer
Sandler Selling System

EDUCATION

Fresno City College
Undergrad Business Law
1992-1995

EXPERIENCE

National Recruiting Manager

UCI · Jun 2022 - July 2023

- Managed a team of 17 Recruiters and coordinators
- Identify improvements in recruitment methodology
- Implement change, saving time and money with improved UX and AI-based solutions
- Hirings focused on National Sales professionals
- Responsible for filling all In-house / Remote/ Management / and 1099 Positions

Director Operations / Development

Poached Jobs · May 2020 - Nov 2021

- Responsible for the creation and product launch of a National App-Based On-demand workforce.
- Commercialized and launched scaled operations hosting 1K shifts in the first 90days
- Product Owner and liaison to technology for product integrations
- Onboarding of 50K users during the soft launch
- Created (CX) design, validation, testing, and feedback programs

Director Recruiting / Operations

BlueCrew · April 2018 - January 2020

- Director- Recruiting and Operations, Bluecrew, April 2018 – Jan 2020
- Launched and Managed National Field Operations for BlueCrew
- Director of field-based strategic action plans (Western US)
- Established & Maintained partner relationships with top Local and National clients
- Determined staffing and service needs & provided ongoing strategic direction

Director MSP, BPO, RPO

Intellisource · October 2012 - March 2018

- Account owner of National MSPs, RPOs for Tesla, Zulily, Jet, Panasonic, FedEx
- Team building, Sales, Recruiting, and Account Management growth plans
- HR, operations, including strategic workforce planning, goal cascading, performance management, Staffing, and benefits administration
- Managed and led a multi-disciplinary team in the development, contract phases, and Management five-year \$80M project

Derek Smith

CSM,PHR



www.DerekSmith.us



[linkedin.com/in/dereksmith001](https://www.linkedin.com/in/dereksmith001)



Dpzsmith@gmail.com



(775) 379-9399

Extended Details

Project Director (RPO & MSP)

Integrity Staffing · Jan 2008 - Jan 2012

- Full lifecycle management of 2300 annual workers for Amazon.com
- Built RPO to attract 15K and process 8K annual applicants
- Developed a Safety program reducing OSHA recordable rate by 92%

Managing Director

Renew Corp · Apr 2002 - Aug 2008

- Anticipated and identified market trends
- Identified underproducing businesses with unique challenges or bottlenecks
- Actively sold and deployed strategies/solutions to overcome these hurdles
- Developed successful lead generation strategies
- Created and sold service packages that enabled customers to use Renew Corp as the provider for the newest software technology

Summary of Career

- Proven success with RPOs / BPOs / MSPs in a variety of roles and industries
 - Developed and implemented a Talent Management strategy for 75+ corporations averaging 4K annual placements
 - Established the Recruitment Process (RPO) and Managed Service Process (MSP) with 3 Fortune 200 companies
 - Created and implemented several scalable workforce planning methodologies
 - Launched 2 APP-based tech firms designed to provide RPO automation & Managed Staffing solutions
 - Designed optimal recruiter workflows and KPIs to engage and retain qualified seekers throughout the applicant funnel
 - Responsible for an additional \$32M- AGR in new client growth and service expansion
-