***Overview:***

I have been on every side of the Talent Acquisition equation over the course of my career. I have worked in Corporate Talent Acquisition, Search, Talent Acquisition Marketing Communications, and Employment Media**. I bring an effective blend of corporate and search experience to the table.** I’ve been at it for years and I’m well connected. I have the creative ability to identify, source, select, and retain talent.

You will find I have focused my talents on the strategic planning phase of Talent Acquisition and the Marketing Communications process. My proven expertise in new media and employment trends makes me a very well qualified strategic planner and candidate. I would provide strategic planning and oversight of comprehensive program implementation, supervision of all search practices, contract management and creative product activities, ensuring coordination among all talent acquisition and campaign elements, and accurate budget tracking/management.

I have executed extensive online assignments for engagements and brought them to successful completion utilizing all lines of social media and electronic platforms. I have overseen all national talent acquisition strategies, processes and qualified and diverse candidate pipelines for high volume constant talent acquisition positions.

***Accomplishments:***

Working with and through **selection committees and hiring managers to fully prepare them for the Talent Acquisition process and to understand all Talent Acquisition related matters.**

I have successfully Reduced the **“Cost per Hire**,” shortened the, **“Time to Fill,”** by a considerable margin and the, **“Hard to Fill,” positions** were greatly improved.

Developed and executed a **Diversity Program** for all populations.

Have **authored several Talent Acquisition related "Whitepapers"** that I can forward if interested. They include hiring the military, employer branding, redefining the Talent Acquisition and social media strategies, cinema advertising, diversity and more.

**Go to** [**http://recruitcom.com/ourtrackrecord.html**](http://recruitcom.com/ourtrackrecord.html) which demonstrates my exceptional experienceand see the **Global** **Executive Level search assignments conducted and completed worldwide utilizing traditional/direct sourcing techniques and social media.**

**I have received senior level "Strategic Selling" training** through Miller Heiman in an intensive training program. **Miller Heiman, the undisputed authority in sales excellence,** is designed for the senior level sales professional and involved extensive testing following our coursework.

 I believe that this training alone differentiates my candidacy from others, as **"Consultative Selling" is a strong component of your talent acquisition efforts.**

**Implemented a Creative Campaign** in its social/digital arena, traditional and online creative, and web development (advertising, *collateral,* web outreach, etc)

**Developing and managing subordinates.**

***Minimize to eliminate the use of retained search firm fees.***

***Diversity:***

I noted yourDiversity requirements for the position and believe I can contribute to its success. As an **Openly** **Gay, *Latin,* Jewish, “Disabled”, Over 40 Male,** I clearly understand the issues and have sensitized myself to all minority groups and populations. As for my disability, I am deaf in my right ear, but, it does not interfere with my ability to do the job.

 ***I do not need any special accommodations.***

***Hands-On Talent Acquisition Experience:***

**I bring Talent Acquisition to the equation.** It also helps, "**Brand,” the effort at hand.**

I am  **“Talent Acquisition,” Oriented.**

**"Our Track Record" will demonstrate my exceptional experience.**

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**Recruiting is filling open positions. It is an entirely tactical event.** Most organizations attempt to do that now and at great expense using dozens of search firms.

Talent Acquisition takes a long-term view of not only filling positions today, but using the candidates that come out of a recruiting campaign as a means to fill similar positions in the future. **It’s a strategy.**

**Talent acquisition requires great relationship management**.  Real talent acquisition takes efficient and productive processes that are easy to use and candidate centric.

 Long-term profitability must include a commitment to sustained and effective **talent acquisition and talent management.**

I focus on the, “active” passive job seeker. Not the candidate actively seeking employment and talking to several companies.  Usually, he/she is running out of or being chased out of his position.

**The “Active/Passive,” candidate is your best hire, but, it takes time to cultivate.**

I have interacted with very senior levels in the corporate community, and have always enjoyed an intellectual curiosity about the workings/successes of companies/business in general. **A curiosity only a Talent Acquisition professional understands!**

I have overseen all **Talent Acquisition related trends** as it relates to:

1. Behavioral Targeting
2. Diversity
3. Employer Branding
4. Candidate Surveys
5. Comp & Benefits
6. Mentoring
7. Search Engine Marketing

***Recruitment Marketing Communications***

I spent a significant amount of time in the **Recruitment Marketing Communications industry.** I have a keen understanding on how to attract and retain employees.

***Social Media:***

I launched a Vertical and Mobile Supply Chain Management Career Site for The Supply Chain Brain. The Ultimate Job Finder, is a subsidiary of the world’s #1 search engine information resource and career site for Supply Chain and Logistics Management professionals.

***Metrics:***

Executed metrics to judge Talent Acquisition practices and performance, gauge the quality of employment brand, and develop effective and cost-efficient Talent Acquisition marketing.

***My Working Style:***

**is strictly consultative** and I take pride in the fact that I have structured my life under the premise of being a **relationship builder at all levels and for all needs.** I am extremely self motivated and **possess a strategic vision for what companies and associations need and what people need to do.** By nature, I am considered a make it happen guy and am **quite capable of motivating and inspiring others. I am a man of action, a service provider, and a stimulator of people.** I am able to achieve buy in from all parties involved in my efforts and have enjoyed their support in my endeavors. **I am a deal maker.**

**I recently completed the Caliper and scored quite high in:**

1. Assertiveness  99%
2. Confidence 99%
3. Leadership 98%
4. **Service Orientation 98%  (Good for Serving My       Internal and External Clients)**

I can forward at a later time, if needed.

***Speaking and Published Articles:***

I am **very active in regional and national leadership roles** **of Society of Human Resource Management (SHRM)** and Employment Management Association (EMA), two prominent Talent Acquisition membership organizations.  I have **spoken locally and nationally on employment related topics,** as well as having been published in several journals and magazines.

I have **published several Talent Acquisition related articles and editorials** on Employer Branding, Media Usage, Messaging, Military Hiring, Diversity Advertising, Creative Utilization, Leveraging Interactive Technologiesfor Talent Acquisition purposes, in IT Recruiter Magazine, Employment Managers Today, HR Magazine, and various Talent Acquisition membership association newsletters and more.

I have arranged media events for clients promoting career fair participation, open houses, career invitational’s, event sponsorship, location launches, etc.