

RECRUITER, TAX EXEMPT MARKETS

Professional Summary

Experienced recruitment professional driven by a passion for uncovering top talent, seeking to join a forward-thinking organization in a challenging, dynamic leadership role.

Core Qualifications

- Cold calling
- Passive sourcing
- Full cycle recruitment
- Project management
- Relationship management
- CRM and ATS systems
- Budget planning and management
- Team management
- Implementation of new ideas/service
- Salary/Pay negotiation

Experience

Company Name January 2015 to Current Recruiter, Tax Exempt Markets

City, State

Launched and implemented innovative and efficient recruitment efforts for Fortune 500 financial services firm within niche market segment, successfully managing relationships with 26 RVPs and 4 SVPs.

- Spearheaded new recruitment efforts within our Retirement Advisory Distribution channel, becoming 1st dedicated recruiting partner
- Increased new licensed financial advisor hires from 31 in 2014 to 75 in 2015, hitting 116% of goal
- Efficiently manage a minimal recruiting budget, averaging a cost per hire of \$320 in 2015
- Effectively maintain positive relationships with each divisional RVP, managing expectations on their hiring needs and forecasting for future opportunities
- Implement new recruitment tools, resources, and tracking systems in order to uncover passive and active candidates
- Member of Retirement Advisory Distribution Senior Leadership huddles, offering recruitment strategies and territories of opportunity to Executive leaders

Company Name May 2011 to January 2015 Project Manager - Healthcare

City, State

Managed enterprise client relationships throughout high-value candidate recruitment projects, efficiently allocating human and capital resources to achieve success for client and agency.

- Served as face of program to client while creating, launching, and monitoring favorable sourcing strategy to maximize client's ROI
- Successfully utilized various recruitment and networking sources and tactics to uncover qualified talent
- Conducted client kick-off calls to gather critical information required to plan successful campaigns
- Led and managed team of Talent Strategists and Virtual Screeners
- Closed \$400,000 in revenue in 2013, and over \$600,000 in 2014
- Responsible for over \$150,000 in repeat revenue in 2013, and \$250,000 in 2014
- Collaborated with internal sales leadership as a member of the Pricing Team to forecast demand, resources required, and estimated outcome, allowing sales teams to set achievable client expectations and success metrics
- Utilized various recruitment methods to source qualified talent, including niche sites, association sites, resume databases, social media, and passive sourcing
- Winner of multiple quarter-long contests, including repeat revenue, customer satisfaction scores, and sales satisfaction scores
- Recognized as Project Manager of the Quarter for Q1 of 2012.

Company Name January 2010 to May 2011 Senior Healthcare Recruiter

City, State

Created long-lasting, profitable relationships with clients while hiring and managing a healthcare staff of over 90 licensed professionals.

- Generated new business by prospecting hot leads, cold calls, and referrals.
- Led team in generating a 487% increase in annual net income in 2010 and a 600% increase in 2011
- Effectively cold called and recruited an average of 30 medical professionals per day, surpassing daily quotas
- Conducted in-person sales calls and cold visits to major healthcare centers in Chicago and surrounding areas
- Successfully negotiated mutually beneficial client rates and employee wages
- Effectively hired and placed top 8 grossing external employees, amassing over \$250,000 in sales
- Recruited and placed 2 medical professionals into direct hire positions, adding \$16,500 to bottom line
- Implemented contests and events to creatively engage with clients, resulting in increased activity
- Ensured adherence to Joint Commission standards for compliance and credentialing in all employees and clients
- Selected among all Senior Recruiters in District to construct business plan to re-open Milwaukee Staffing office
- Top Performer at R2 Professional Recruiter training.

Company Name August 2007 to January 2010 Assistant Supervisor/Head Bartender

City, State

Company Name July 2006 to August 2008 Key Hourly Manager

City, State

Education

Lewis University May 2009 Bachelors of Science : Business Administration City , State Business Administration

Skills

agency, budget, business plan, client, clients, customer satisfaction, databases, financial, financial advisor, forecasting, hiring, Leadership, managing, market, office, enterprise, networking, Pricing, recruiting, recruitment, Recruiter, sales, sourcing strategy, Staffing