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Free Resume Candidate Reference 090422-2

Resume Title: Recruiter with 15 years experience  
Location: GA: Atlanta

Candidate has been in recruiting since graduating from DePaul University in 1988. His most recent experiences have been in corporate settings with OfficeMax, Baxter and Masco Corporation. Prior to his most recent roles, he spent seven years as a contract recruiting consultant with organizations such as Ernst & Young, Bank of America, Sears, US Cellular etc. His background is diversified with experience in Executive Recruiting, Sourcing, Technical Recruiting and Vendor Management. He has held positions in leadership roles as well as an individual contributor. David is passionate about recruiting and well versed in the current techniques for reaching candidates through electronic media. Philosophically, he believes that all the new electronic media and multiple methods of generating candidates still requires the ability to pick up the phone and contact candidates, network and do the "blocking and tackling" of recruiting.

**Summary** A proven recruiting professional with over 15 years of experience in Talent Acquisition, Recruitment, Sourcing, Retention and Vendor Management. Business environments include manufacturing, retail, telecommunications, finance, banking, technology, engineering, sales and marketing.

**Accomplishments**

- Leadership, recruiting and sourcing Executives in a \$15B Manufacturing organization selecting "A" level talent for revenue impact roles, driving overall talent acquisitions costs down while delivering superior results in functional areas such as Finance, Supply Chain, Operations, Engineering and Product Development. Average cost savings per hire ranged from \$30K to \$50K.

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- Project Lead and Senior Recruiter for a start-up requiring 600 new Telecomm IT Associates within a nine-month timeframe. All 600 requirements were completed in eight months. Personally responsible for hiring 89 associates while managing a team of five contract recruiters.
- Built a team of Talent Acquisition professionals with a limited budget in six months servicing a \$4B business unit of an international healthcare organization.
- Developed meaningful Metrics and a Workforce Plan for an international healthcare organization focused on reducing retained search costs, improving time to fill metrics and providing a roadmap for success and an improved partnering relationship with internal customers.
- Managed the External Information Technology Vendor Program for a multi billion-dollar Retail organization, successfully reducing year over year costs for external talent by 5%.
- Recognized for developing and executing innovative and sourcing strategies with an emphasis on networking, passive candidate tracking, employee referral programs, diversity events and employment branding.

## **Experience**

**OfficeMax Incorporated, Naperville, IL**

**6/2008 to 11/2008**

### **Contingent Staffing Lead Project Manager**

Responsible for Staffing of Contingent Labor; Hardware, Software, Offshore Supplier contracts including; relationship management, financial management, business metrics and SLA attainment.

**Baxter Healthcare, Deerfield, IL**

**7/2007 to 4/2008**

### **Senior Manager, Talent Acquisition**

Managed the recruiting function for Baxter's \$4 billion Medication Delivery business unit.

**Masco Corporation, Taylor, MI**

**3/2003 to 7/2007**

**Executive Recruiter**

Primarily responsible for Executive level recruiting engagements within the Masco corporate office and global operating companies.

**Staffing Management Consultants, Inc., Chicago, IL**

**8/1997 to 3/2003**

**Managing Consultant**

Successfully managed the recruiting efforts of Fortune 500 clients across multiple disciplines in diverse industries throughout the United States and United Kingdom.

**Keane, Inc Chicago, Tampa, Atlanta**

**11/1993 to 8/1997**

**Recruiting Manager**

**Tools** *MS Excel, MS Word, MS PowerPoint, MS Access, BrassRing, Vurv, Resumix, PC Recruiter, Mac, LinkedIn, FaceBook, ZoomInfo*  
**Certifications** *AIRS CIR (expired 2005)*  
**Training** *AIRS SearchLab, AIRS Diversity Recruiter*

**Education**

**DePaul University, Bachelor of Arts, Communications**

*References and additional history provided upon request*