Robert Smith

Director Of Recruiting

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SUMMARY

Strategic human resource leader that delivers solutions and results that support business goals and strategies. Experienced leading and coaching at all levels of organizations from front line execution to serving on the Executive leadership team and as the functional head of recruiting and retention. A trusted advisor and coach with 10 years experience in human resources functions serving organizations between 1400 and 3200 associates.

SKILLS

Microsoft Office, Event Management, Event Planning, Event Coordination, Negotiation, Social Media Management, Operations, Recruiting, Customer Relationship Management

WORK EXPERIENCE

Director Of Recruiting

Rgp - 2015 – Present

- Led talent acquisition efforts for RGP, founded by big four consulting firm Deloitte.
- Managed recruiting of senior professionals in information technology, finance and accounting, supply chain management, human resources, and legal.
- Developed and implemented a recruiting strategy and a best-in-class candidate experience.
- Consulted with RGP leadership to determine short- and long-term hiring needs in the workforce, and advised them on best-recruiting practices.
- Provided guidance and advice to clients on market conditions and employment strategies.
- Conducted in-depth behavioral interviews to properly assess the skillsets and competencies of candidates. Led region-wide training on interviewing techniques.
- Created and led a formal consultant retention program for the first year of employment that included touch points, reviews, exchanging feedback, and receiving status updates.

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Tw Telecom - 2011 – 2014

- Directed and mentored a team of four recruiters for the information technology, field operations, sales engineering, and corporate lines of business.
- Served as a liaison between recruiters and executives to ensure strategic HR goals and programs aligned with business initiatives and aid in human capital planning.
- Designed and implemented a company-wide recruiting program for military veterans.
- Organized a team of directors with military backgrounds across different lines of business to serve as program ambassadors.
- Led a program designed with the company CIO to rebrand our technology department and make TW telecom an employer of choice for IT talent.
- Recruited for IT, accounting and finance, field operations, human resources and executive positions.
- Trained hiring managers on interviewing techniques to improve their recruitment strategies.

EDUCATION

Bachelor Of Arts in Business in Human Resources And Entrepreneurship - (Gettysburg College - Gettysburg, PA)

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