

PROFESSIONAL EXPERIENCE

Consumers Credit Union, Gurnee, IL (a \$2.45 Billion top-rated Credit Union in Illinois)

Director, Talent Acquisition

2018-Current

- Direct and manage all talent acquisition initiatives and full life cycle recruiting for the organization; includes 2 corporate offices and 18 branches. Team hired 168 employees in 2019.
- Responsible for facilitating and driving short and long term strategic workforce planning across the company.
- Oversee third party partnerships with vendors and staffing agencies. Negotiate beneficial agreement terms and ensure return on investments.
- Counsel and train hiring managers on the recruiting process, interviewing skills, selection, offer negotiation and effective onboarding and retention strategies.
- Collaborate with HR team members; business partners and community organizations to ensure company is well positioned to attract, acquire and retain a diverse and inclusive workforce.
- Elevated the recruiting and talent acquisition function by establishing and implementing processes and initiatives that enhanced the full life cycle recruiting process, candidate and hiring manager experiences.
- Bolstered CCU's employment brand in the market place and defined metrics and measurements for success. Average "Time to Fill" in 2019 was 38 days, successfully shorter than the goal of 45 days.

Grand Canyon University, Phoenix, AZ (one of Arizona's premier universities)

Contract Recruiter

(short term assignment, covered for a leave of absence)

2018

- Recruited and hired Faculty for two colleges: College of Science, Engineering and Technology and College of Nursing and Healthcare Professions.
- Recruited and hired Staff for variety of functions: IT, HR, Legal, Student Affairs, Residence Life, Housing Operations, Athletics, Hotel, and Golf Course.
- Provided Talent Acquisition consulting to Deans, Assistant Deans and Directors while managing a high volume list of openings. Averaged 40-45 requisitions at once, with a high of 60.

Taylor Morrison, Scottsdale, AZ

(home builder with \$3.55B in revenue and 17 divisions nationwide)

Sr. Talent Acquisition Partner

2017 - 2018

- Developed and executed sourcing strategies and hiring plans for executive level and hard-to- fill key positions.
 - Saved the company \$277,000 in executive search fees by filling 8 senior leader and executive level openings that historically would have been assigned to an external agency.
 - The only team member with responsibility of filling all Director and Above openings nationwide. Managed a requisition load across functions and locations that averaged 50-55 openings.
 - Created a modern and consistent interview program to be used company-wide effective 2018. It includes a hiring manager toolkit, recruiter materials, and candidate communications.
 - Co-facilitated training of 4 divisions and Corporate HQs on Talent Acquisition processes and procedures.
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Market Enginuity, Phoenix, AZ (private media sales company with \$35M in revenue, operating in 17 U.S. markets)

Talent Acquisition & Development Director

2013 - 2017

- Developed and implemented strategic initiatives for recruiting diverse talent in a multi-state organization. Included: strategic sourcing, behavioral interviewing, skills assessment, offer creation, delivery and negotiation, and onboarding.
- Drove the recruiting in a growing organization that led to doubling the size of the company.
- Trained employees on interviewing and talent assessment skills, professional development topics, communication and legal compliance.
- Negotiated contracts, configured and implemented two applicant tracking systems which led to enhanced candidate experiences, accessible/trackable metrics, and better employment branding.
- Oversaw third party relationships with employment agencies, executive search firms, benefits and training vendors; including contract negotiations, budgets and project timelines.
- Increased employee satisfaction and long-term savings for company by managing and completing a 12 month project to evaluate, restructure and implement a new compensation plan for Market Enginuity's salesforce.
- Achieved 94% acceptance rate through improving the offer process by clearly explaining the total compensation package, providing comprehensive documentation to candidates after verbal offer and securing acceptances quickly.
- Increased retention and employee engagement by implementing an employee referral program that led to multiple hires.
- Hired as the first HR professional for the company. Led all aspects of HR including legal compliance, training/development, employee relations/performance management, compensation/benefits and recruiting.

Thunderbird School of Global Management, Glendale, AZ

(top ranked international business school, a unit of Arizona State University)

Sr. Director, Career Development

2013

Director, Career Development

2011-2012

Associate Director, Career Advising & Education

2010-2011

- Led team of six Career Coaches and eight Peer Career Advisors in delivering innovative and effective coaching services for Masters, MBA and Executive MBA programs. Personally provided one-on-one career management coaching to 125+ students per trimester.
- Managed planning and execution for Thunderbird's professional development week programming which included 25 events and a career fair over the course of one business week. Managed related budget totaling \$60,000.
- Developed curriculum and taught the Career Development Course - a seven week course required for all incoming students, covering 30 hours of classroom training. Modules included: career visioning/goal setting, cover letter and resume writing, interviewing skills, dining and business etiquette, networking, offer negotiation.
- Promoted to Director / Sr. Director positions due to leadership, communication skills, professionalism, drive for results and customer focus.

Baxter Healthcare Corporation, Deerfield, IL (global Fortune 500 healthcare company)

Sr. HR Manager, Leadership Development Programs

2006-2010

- Independently managed the full life-cycle campus recruiting and strategic initiatives for three Marketing and Finance leadership programs; resulting in a 96% retention rate across all programs.
- Achieved Baxter being branded on campus as an "Employer of Choice" by designing and executing the recruiting strategy for eight leading universities and establishing relationships with career centers.
- Met hiring goals for seven consecutive recruiting seasons while in this position. Hired Interns, Finance Associates, Finance Managers and Marketing Managers.

- Drove the assignment identification and onboarding processes, member development planning and rotational forecasting. Oversaw talent reviews, end-of-rotation and annual performance review processes.
- Managed a budget of \$6 million on annual basis. Created and analyzed metrics that illustrated the benefits, health and quality of the Programs.

Additional positions at Baxter Healthcare Corporation, McGaw Park and Round Lake, IL

Sr. HR Analyst

2005-2006

Human Resources Representative

2000-2005

EDUCATION / CERTIFICATIONS / PROFESSIONAL MEMBERSHIP

Bachelor of Science, Human Resources Management - Elmhurst University, Elmhurst, IL

Professional in Human Resources (PHR) certified and SHRM-Certified Professional (SHRM-CP)

Strategic Workforce Planning Certification (Human Capital Institute)

Society for HR Management (SHRM) member