

# xxxxx cv -Profile

Senior recruiting 360 new digital /Tech corporate recruiter -25 years experience .

## SUMMARY

A highly passionate tech and corporate talent acquisition recruiting leader with over 25 years of experience covering domains such as finance, government, oil, and gas.

A deeply tech-savvy consultant who not only delivers great candidate solutions but designs digital hiring products also.

Experience in Talentsearch -boolean, talent mapping, talent analytics, and large ATS systems such as Greenhouse, voyager, and salesforce.

A very strong network of clients and candidates build over 25 years.

Very strong client account management, business development, and candidate management.

Societe Generale ,and Ibm .

Currently working closely onsite /offsite with a large financial software services company assisting them in there hiring digital strategies.

Recently delivered a number of key candidate attraction projects for clients such as Iris software, Avalara, and Manpower services.

These strategies include,

Building new digital pre-hiring products, coaching executive recruiters, building new digital channels, and building new hiring digital workflows/processes.

These projects include the delivery and execution in candidate attraction programs and designing new digital products to support them ...

 Hove East Sussex

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## WORK EXPERIENCE

2015 - Present **Technical Recruitment Leader**

Currently responsible for the delivery of all recruitment digital strategies for our key customer accounts including

Societe Generale ,and Ibm .

Currently working closely onsite /offsite with a large financial software services company assisting them in there hiring digital strategies.

Recently delivered a number of key candidate attraction projects for clients such as Iris software, Avalara, and Manpower services.

These strategies include,

Building new digital pre-hiring products, coaching executive recruiters, building new digital channels, and building new workflows to support them.

I am also responsible for supporting the day to day 360 hiring needs of our core clients hiring skills such as corporate leadership, ML, cognitive, Fintech, blockchain, cloud dev-ops developers, scrum agile masters, QAS,.In addition to this I have also designed a new senior leadership hiring model.

## SKILLS SNAP SHOT

Top biller ,personality of the year ,100% billing club .

Digital sales channels .

Boolean search knowledge

Account /Stakeholder management

RPO /offsite -onsite 360 candidate hiring

Good knowledge of various ATS - Greenhouse ,Voyager ,salesforce .

Interview competency & behavioural ,skill assessments .Skill mapping analytics.

Coaching executive recruiters .

2017-2017 **Talent & acquisition Lead technical recruiter /tech & corporate .**

Fullstream Consulting Ltd .

Currently responsible for the delivery of all recruitment digital strategies for our key customer accounts including

I am also responsible for supporting the day to day 360 hiring needs of our core clients hiring skills such as ,ML ,cognitive ,Fintech ,blockchain , cloud dev ops developers ,scrum agile masters ,QAes /SDET and Ux /UI front -to back developing designers .

2015-2017- **Head of sales and resourcing .**

Fullstream &Ai recruiting Ltd

Head of candidate Talent Branding ,delivery and Recruitment (2 years 2 months)

Fullstream Consulting is a global talent strategy consulting company focused on senior

leadership and emerging technology skills across multiple domains. Providing Digital Recruitment and Branding services enabled by digital channel solutions.

My day to day responsibilities include ,

Candidate delivery focused on cloud,openstack,opensource/solution architects skills .

Fullstream has delivered a number of high level solution architects into various sites ,Functional /Pre sales .

As this is a hands on role I have also delivered many different types of recruitment and talent strategy programs ,these include , work shops ,talent analytics ,talent research ,talent digital transformation and client C level stakeholder sales and marketing solutions .

#### 2011 - 2015-06 **Head of digital/resourcing & talent**

E@ P Consulting Ltd

Global Head of Talent Mobility Upstream Oil & Gas at (4 years 3 months).

E@ P offers Energy clients a full range of technical talent solution services, including technical executive search, technical delivery, permanent recruitment, and short term contract support. Our client portfolio includes BP, BG Group, Shell in addition to Accenture and IBM in the area of Upstream IT implementation programs. I won large contracts with IBM, shell, and Bg group.

My main function here was the delivery and management of the candidate job applications, supporting key projects with mainly high-level business and technical enterprise and solution architects.

I also helped managed the resourcing function With my team of 4 360 recruiters

March 2008 - July 2009

#### **Head of Contracting recruitment sales . .**

World Technology Specialists .

Day to Day responsibilities were ,

Managing a small team of 4 recruiters ,day to day delivery of services into our key accounts such as Societe Generale ,Ibm,E@Y .

Mainly placing atlas developers into the above accounts ,I also help

Managed the key accounts and overall responsibility of the P@L .

June 1997 - March 2008

#### **Senior Manager**

[The Wreay Group](#)

Managing Partner at (2 years 1 month)

Responsible for the day to day delivery of candidates into our key clients such as Eon, IBM, Barclays.

I Won a number of very large IT delivery contracts with a few huge banks such as Soc Gen and IBM during my time .

## EDUCATION

1981 - 1983 **Hotel Management**

High Peak College

2 year hotel management personnel training and catering course .

## SKILLS & COMPETENCIES .

Talent researcher ,the art of negotiation ,sales leadership ,talent mapping ,the appliance of Ai /Bots to talent processes .360 recruitment activities ,candidate management candidate delivery and ,client management .

Deep understanding and most Ats and plug ins such as

Salesforce ,Voyager ,Workable ,Ongig ,Greenhouse .

Expert in ,Powerpoint ,excel ,google products ,Microsoft suites .

My skills and competencies have been acquired over 25 years and add great value to topics such as ,Talent & recruitment search /contingency /executive .Client C level stakeholder management ,and candidate delivery .

I am one of a very few recruiters that has a overall match ratio of 90% {candidate to client technical requirements .

Build and design of new digital recruitment models utilising Ai /Bots such as Genesis Insight -Prescreen

## **HOBBIES AND INTERESTS .**

I am extremely passionate about keeping fit ,playing golf and cooking healthy nutritious foods . I love to read, cook,go to the gym ,and listen to music keen on the sixties era ,with bands such as the Beatles . .I also have a keen interest in the AI cognitive talent and recruitment business .