***Accomplishments – where I’ve made a significant impact(s)***

**How – through my streamlining & sourcing efforts – I’ve been able to save companies both time and money in Talent Acquisition**

* Filled ten (10) Data Scientist roles in thirty (30) days with an aggressive, targeted sourcing & referral strategy – savings: $270,000 (IBM)
* Reduced Time to Fill through the transformation of the TA team – from reactive to Agile; from order takers to true Advisors – by reducing or eliminating roadblocks, streamlining processes & empowering Talent Advisors with impactful data to drive decision making (Pearson)
* Filled thirty (30) Go To Market (GTM) Sales roles for IBM Watson in 23 days – targeted sourcing, networking & referrals
* Created Alumnae network (Pearson) to increase overall referrals and encourage boomerang hiring where applicable
* Developed internal Executive Recruiting function (Pearson) to decrease overall reliance on retained searches – in one year saved $750K in agency fees
* Created internal Sourcing team (Capgemini) to reduce reliance on research firms & agencies; cost savings $190K
* Developed & implemented Executive Hiring strategy that increased team recruiting production by 35% while decreasing search cycles from 65 to 43 days. (BD)
* Established 22+ University & professional association partnerships to diversify executive talent pipeline, including a US Diversity & Inclusion strategy, playbook & communication. Results were direct increase in URM & Gender hiring by 48%. (Capgemini)

**These are just a few examples of where I add value (and impact the bottom line).**