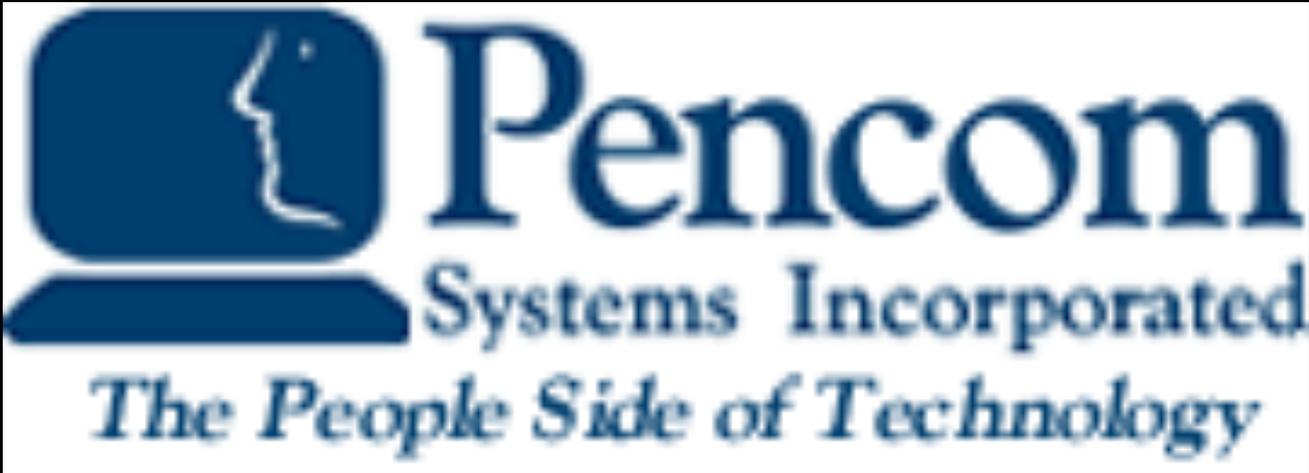


Career Coaching

Mapping Your Next Step





The logo consists of a cluster of seven small squares in shades of blue, green, and light blue, arranged in a roughly triangular pattern to the left of the word "intersperse".

intersperse

ticketmaster

TICKETMASTER



MagentoTM

Open Source eCommerce

n

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AMPLIFY TALENT™

Recruiting & Branding



Amplify Talent
Founder

Magento
Head of Recruiting
(contract)

Interperse
Head of Recruiter

NPR
Sr Dir, TA & Innovation

Ticketmaster
Recruiter --> VP, HR

Pencom Systems
Technical Recruiter

Sourcing

Digital Recruiting (SM, Brand)

Strategic Planning

Leadership

Project Management

Technical Skills

Relationship Management

Research Skills

Closing Skills







Score, Inc.

Recruiter

NPR

Consultant

University

Recruiting

Phire Tech

Recruiter

exaqueo

Lead Consultant

LivingSocial

Sr Manager, Recruiting

comScore

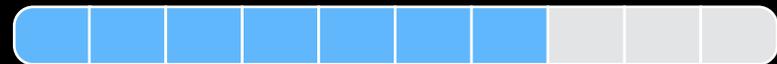
Director, Recruiting

Randstad N America

Account Manager



Sourcing



Digital Recruiting (SM, Brand)



Strategic Planning



Leadership



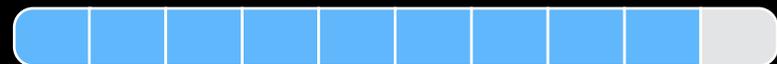
Project Management



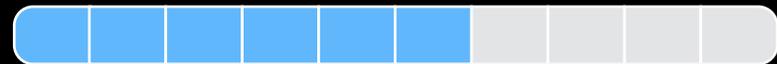
Technical Skills



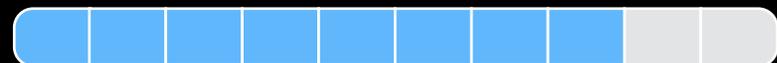
Relationship Management



Research Skills



Closing Skills



Like everyone else, I fell into it by accident. But I found that the profession is a social one, and I'm a social, introverted creature, so the fit was just right. The passion went even deeper when I realized I could be making a difference for people and companies, that was gravy on top. Lastly, as a competitive athlete, the nature of the job to beat out the other recruiters who want the same people. It was a natural fit for me.”



You have to be organized at a very high level. There are multiple conflicting priorities, and you need to make spot judgements on what is most important - in the moment. Lack of organization causes delays and miscommunication, and that can be the detriment of any hiring process.”



s incredibly lucky to work with some of the smartest
est people in the business early on in my career.
ng those mentors allowed me to see the good and t
n the recruiting industry and it also made me strive
nuous improvement. Seek out a mentor and absorb
can. It also made me strive for continuous improvem
race your curiosity, be open to a way of doing things
n is different from how you have always done it, and
riment daily.”







Foundation
Recruiter

Microsoft
Sourcer

Photonics
Manager

TMP
Recruiter

Lockheed Martin
Strategic Talent Sourcing

Research In Motion
Strategic Sourcing Manager

Wilson Smith Associates
Principal Consultant/Owner

Microvision
Senior Recruiter

Competitive Resources
Principal & Founder

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work of the work that I do as leveraging technology to put human touch into recruiting. Initially, I was more of an accidental tourist in talent sourcing and building talent communities than selecting a specific career path. In hindsight, it was the third party recruiting experiences of gathering information on talent segments and developing networks that provided the foundation for my current work. I continue to pursue opportunities in building talent communities and talent communities because I believe that a key component in talent acquisition is the relationship between prospective talent and technology can help us realize



quality that that I believe is important is change management. By that I mean tenacity with an unrelenting focus on the vision, while allowing for some pivots and course changes as the mission plan is executed. I subscribe to the notion that “everything is in beta” and the technology vendors will continuously be developing their products, requiring flexibility on our part. The implementation of a solution that has never been done before often creates internal confusion and resistance to change that requires being artful in change management.”



ould recommend a person interested in this type of role to have strong skills in project management, excel, as well as strong social media acumen. In addition, I think a solid technical systems background could be very useful. Finally, a strong understanding of analytics can be very useful as well.

As for my career trajectory, I would seek positions in the areas of workforce planning, staffing marketing or talent acquisition. The type of position I am looking for contains elements of each of those areas.”





Recruiting & Branding



“In my role, I have a unique opportunity help drive the evolution of employer branding and recruiting. It’s rewarding to work in a field that is changing people’s lives while at the same time developing solutions that are transforming talent acquisition.”



The ability to create change. Many companies are reluctant to embrace new ideas. In my field of recruiting, it's important to help leadership and key stakeholders understand what needs to change, why needs to change and the impact it will have on the organization, not just talent acquisition.”



Never stop learning – study, research and explore new ideas to keep your skills sharp. More importantly, build your network and share ideas with others in our field.”

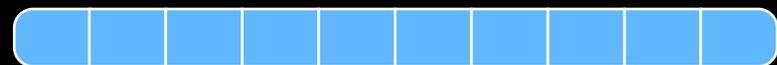




Recruiting & Training



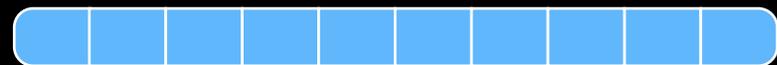
Zappos g Strategist	Tenfold Founder
Intuit act Sourcer	Wiley Technical Editor
e Systems h Recruiter	Websense Recruiting Lead
Gateway d Recruiter	Qualcomm Contract IT Recruiter
	Modis Recruiting Team Lead



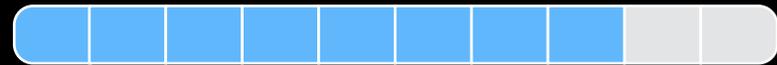
Sourcing



Digital Recruiting (SM, Brand)



Strategic Planning



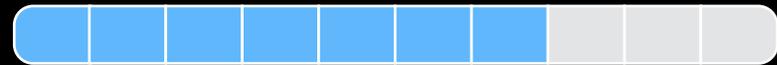
Leadership



Project Management



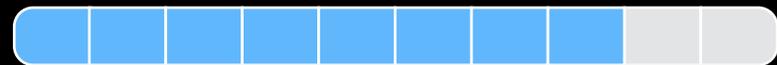
Technical Skills



Relationship Management



Research Skills



Closing Skills



"I have a passion for recruiting and love helping others to be better recruiters, enjoy their work more and create a better candidate experience."



“A mix of educational and entertainment value.”
Try to make it fun, get them excited about the work. Must be passionate, knowledgeable, memorable, engaging, fun.



Work as hard as you can, always strive to hone your skills and follow your passions. If you're great at it and love doing it, there's always a career path there.





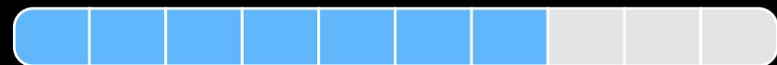
Senior Recruiting Leader



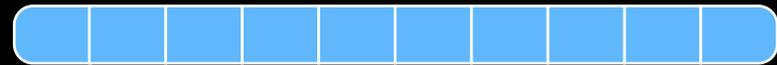
Sourcing



Digital Recruiting (SM, Brand)



Strategic Planning



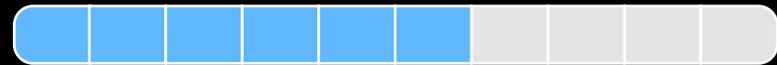
Leadership



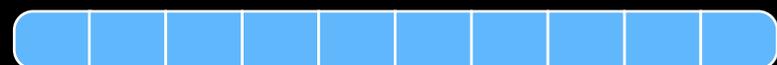
Project Management



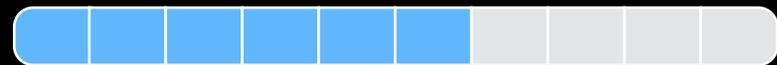
Technical Skills



Relationship Management



Research Skills



Closing Skills



had a background and education in Mass
communications and Advertising and 10 years
experience in big ticket sales. When the recession hit in
2008 I had to shift my career away from the banking
world and thought that recruiting was a field that allowed
me to utilize all my skillset, experience and education at
once. It was also ripe for innovation and I found
applying marketing and technology principals to the craft
helped me be very successful.”



I lead a recruiting organization for a fast growing start up and I think the most important quality of a recruiting leader is to know themselves well. Know your strengths and weaknesses and hire strong leaders on your team that complement you and fill those gaps that you may have.”



someone looking to lead large recruiting teams, my advice would be to focus on the higher level in whatever you are in now. Look holistically at recruiting as an engineering. continually look for ways to build a better, faster one. At the same time makes recruiting more human. That's been my mantra for over 5 years and it's done me well and led me to where I am today. I think most recruiters get bogged down in the weeds and the day to day of recruiting without looking holistically at the bigger picture and how they can do things differently.”







Toolbox

Founder &
Director

amazon.com
Recruiting

Wireless
Recruiting Lead

Expedia
Sr Dir, Global TA

Amazon.com
Sr Mgr, Talent Acquisition

NeXT Computer
Sales Support



Sourcing & Attraction Strat



Training & Speaking



Writing



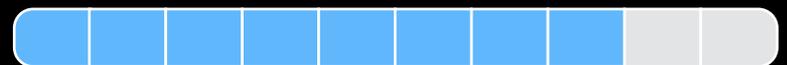
Team Leadership



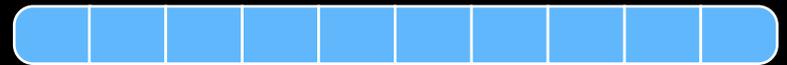
Listening/Needs Assessment



Project Management



Relationship Management



Research



Selling



“I’m on a mission to help recruiters and sourcers become Talent Advisors, and deliver more value without feeling like order taking, people pleasing, backseat passengers. And I’m on a mission to help Hiring Managers be better leaders around recruiting. I love my job, as I get to help build skills in the people who are building their companies.”



think consultants and trainers need to balance confidence with humility, knowing that not all companies and cultures are the same; what you commend for one firm may not work at all for another. There is no one way to do everything. I also think you need credibility that usually only comes from building, deploying and scaling the best practices you are and sell in the real world of limited resources, competing priorities, and high req loads.”



Put yourself in situations where you'll get exposure to working with high-expectation leaders. If your job is easy today, make it harder. The biggest growth spurts in my career as a corporate recruiting leader came from working with unbelievably unrealistic, demanding, smart hiring leaders - they pushed me, and made me better."





