



Callie Nikkhah

DYNAMIC HR PROFESSIONAL

CONTACT



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EDUCATION

**Bachelor of Business Administration
Marketing**
Georgia State University
Magna Cum Laude
Atlanta, GA
GPA 3.75

EXPERTISE

Recruiting / Talent Acquisition
Strategic Sourcing
Employee Relations
HR Investigations
Talent Management
HR Business Partnership
Strategic Planning
Performance Management / Consulting
Succession / Career Planning
Compensation
Collaboration with Higher Management
Continuous Process Improvement
Public Speaking / Presentations
Data Analytics/Metrics & Evaluation

PROFILE

Dynamic, highly motivated and results-focused professional with commendable background in managing people and operations that ultimately result in increased market share, profit and customer satisfaction. Adept in training and mentoring employees in delivering peak performance in support of organizational targets and objectives with proven track record of consistently meeting and exceeding business goals and expectations. Fast learner who adapts quickly to ideas, methods, and environments.

PROFESSIONAL EXPERIENCE

Newell Brands – Atlanta, GA

(June 2019 – Present)

\$6B Global CPG organization with over 30K employees

Sr Talent Acquisition Manager

- Manage a team of 3 managers and 5 leads who support 7 Business Units across North America
- Manage the entire recruiting process for corporate, HR, supply chain, procurement, marketing, brand communications, engineering, strategy, and design teams
- Serves as a subject matter expert regarding the job market & providing a great candidate experience
- Provides consultation and guidance to managers, stakeholders and internal HR partners regarding market conditions, strategic sourcing, compensation analysis, and salary negotiations
- Manage and develop a team of recruiters supporting various corporate functions
- Conduct demographic analysis, workforce analysis, compensation analysis, to identify changes in current business climate and create customized recruiting strategies for high demand talent
- Build and maintain strong relationships within Corporate Leadership and HR Leadership in order to meet recruitment objectives
- Create customized recruiting strategies for hard to fill locations and niche specific roles across the organization

Hire Dynamics – Duluth, GA

(August 2017-June 2019)

Practice Manager

- Negotiate, influence change management, and provide strategic leadership regarding recruiting, HR functions, and operational best practices
- Create and implement process improvement initiatives across the 34 branches throughout the southeast
- Develop material and present multiple training topics across all levels within the organization to include recruiting, sales, operations, leadership, and C-suite
- Manage and support the company's largest client across 4 markets and \$10 million in yearly revenue
- Lead and manage quarterly thought leadership events across the southeast
- Create and analyze ad-hoc reporting and present to leaders and stakeholders as needed
- Strategize with leadership and develop recruiting plans to maximize profit and drive results



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(June 2010- August 2017)

Sales Account Manager III (November 2016 – August 2017)

- Responsible for managing the onboarding, training, mentoring, and performance of multiple Recruiters
- Responsible for saturating existing relationships and growing new business within financial services, insurance services, and business service accounts
- Manage an account portfolio consisting of multiple fortune 100 and fortune 500 clientele
- Manage and develop business partnership with recruiters by reinforcing recruiting fundamentals, requiring accountability and providing consistent feedback
- Conduct meetings with decision makers; negotiate rates; get results by asking appropriate questions that qualify business and take advantage of opportunities to create value and meet client needs

Senior Account Recruiting Manager (April 2012 – November 2016)

- Managed and saturated multi-million-dollar accounts for the Atlanta & Greenville operations
- Provided fulfillment on accounts by delivering excellent customer service to hiring managers, Human Resource managers, and C-level executives
- Work directly with internal recruiting sources, including customer support, to ensure that both the clients hiring needs and the contract employees' payroll expectations were met
- Built strong relationships with hiring managers supporting Corporate Headquarters; Financial Institutions; and fortune 500 facilities
- Full cycle recruitment for a variety of different positions including internal recruiting, marketing, mortgage, accounting, financial services, customer service, procurement, compliance, manufacturing, skilled trade, and technical.
- Responsible for qualifying requirements, creating individualized sourcing strategies, negotiating rates, scheduling interviews, pre-employment paperwork, and compliance auditing
- Managed the on-boarding process for all new-hires including explanation of benefits, state compliance paperwork, and company educational training

Recruiter/Recruiter II (June 2010 – April 2012)

- Responsible for managing an average of 50+ current contractors
- Served as primary point of contact for several accounts on a daily basis including: qualifying requirements, establishing rates, and following up for candidate feedback
- Assisted internal team performing several compliance related functions including, but not limited to pre-employment paperwork, National Account Research, Service Agreements, Exhibit As, Credit Requests, etc.
- Served as a resource for new recruiters throughout their training period for guidance, encouragement, and assistance
- Responsible for full lifecycle recruiting including sourcing, screening, and selecting qualified candidates for various positions
- Conduct behavioral interviews with each candidate to ensure the best fit
- Determines applicant requirements by studying job description and job qualifications
- Scheduling and conducting meetings with managers to discuss staffing needs
- Built strong network of qualified candidates through networking, referrals, LinkedIn, internet sites, and building strong relationships
- Verified thorough professional references on all candidates
- Responsible for preparing candidates for interviews and scheduling client feedback
- Assessed and investigated contractor related problems and administered performance counseling, coaching, and disciplinary measures
- Maintained relationships with existing and potential client contacts to provide customer service, gain industry knowledge and gain referrals and sales leads

Enterprise Rent-A-Car

Corporate Accounts Manager, Baton Rouge, LA

(September 2007- June 2010)

- Supervise and handle all sales support services, price negotiations, contract management, and product presentations throughout the State of Louisiana while reporting directly to the Director of Sales
- Exhibit expertise in managing customer service initiatives, which increased customer service and satisfaction levels within highly competitive markets
- Demonstrate aptitude in collaborating with owners, CEOs, CFOs, presidents, and purchasers of Fortune 500 companies.
- Facilitated sales of 12 Enterprise locations while overseeing more than 100 salespeople
- Contribute new and innovative ideas to increase revenue and overall satisfaction from customers.