

Jacob Ragland

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Summary

Software engineer turned passionate recruiter with 2 years of software engineering experience before transitioning to recruitment in New York. Achieved substantial success, billing over \$500,000 in 2021, while specializing in technical recruitment across data engineering, software engineering, machine learning, data science, and computer vision. Proficient in various technical tools and skills, with a track record of exceeding hiring goals and establishing effective relationships with stakeholders

Professional/Technical Tools

ATS/CMS/HRIS/CRM: iCIMS, Hire, Beamery, Greenhouse, Roster, Yardstick, Bullhorn, Salesforce

Sourcing tools: Dice, Indeed, Hiretual/HireEZ, LinkedIn, Stack Overflow, GitHub, P1K, SeekOut

Technical Skills: Excel, QuickSight, Python, JavaScript, Node, MongoDB, SQL, HTML, CSS, Heroku, Firebase, JSON, REST API, AWS

Experience

Amazon Web Services | New York, New York | February 2022 – August 2023

Senior Technical Recruiter

- Managed full-cycle recruitment process, and refined hiring strategies for roles within the Data Center Infrastructure Organization roles including Controls Engineers, Data Center Project Managers, Construction Managers, and Product Managers
- Established effective business relationships, pursued cost-containment efforts, explored new sourcing options, and developed creative approaches to candidate delivery
- Strategically build hiring plans and define reporting standards, driving pipeline activity and maximizing hiring performance resulting in 130% of hiring goals for 2022
- Collaborated with product, engineering, and marketing teams to drive customer-focused solutions, resulting in increased customer satisfaction and successful product enhancements
- Utilized Microsoft Excel to analyze data, identify trends, create job descriptions, and define hiring strategy aligning recruitment initiatives with business objectives to attract top talent and drive organizational growth
- Led monthly and weekly meetings with senior stakeholders to plan and align hiring strategies, and deliver regular and ad-hoc reporting on headcount KPIs, providing insight into strategic hiring initiatives
- Established a recruitment diversity program from scratch, resulting in a 30% increase in diverse hires
- Developed and maintained a business analytics platform for senior stakeholders, leading to a 25% reduction in time-to-fill positions
- Managed a team of eight recruiters to achieve their weekly KPI goals

Harnham (Technical Recruitment Agency) | New York, New York | July 2020 – February 2022

Senior Technical Recruitment Consultant | October 2021 – February 2022

Technical Recruitment Consultant | July 2020 – October 2021

- Spearheaded hiring for critical positions in the Data and Technology team. These roles were Data Engineer, BI Engineer, Software Engineer, Machine Learning, Data Science, Data Governance, Data Science, Product Management, DevOps, Solutions Architect, and Cloud Engineer
- Developed cutting-edge recruitment strategies to find top-level talent in the field, including targeted postings to job boards, and referrals, using a hybrid model of networking and head-hunting, and leveraging social media
- Generated over \$500,000 in new sales revenue within a 12-month, by successfully sourcing and placing candidates, and building relationships with clients and candidates.
- Mentored a team of 3 Technical Recruitment Consultants, providing guidance and coaching for their success
- Presented to C-level executives, resulting in a 25% increase in new client acquisition
- Led a confidential search for a large fintech client, building their Data Engineering team from the ground up

Michael Page (Recruitment Agency) | New York, New York | January 2020 – June 2020 (Contract)

Recruitment Consultant

- Led recruitment cycle for critical positions such as Mechanical Engineer, Electrical Engineer, Architect, Civil Engineer, and Interior Designer, among others
- Created and developed a new discipline within mechanical/electrical engineering, leveraging my industry knowledge and business acumen to identify a gap in the market where I acquired five new accounts
- Collaborated with hiring managers and leveraged candidate acquisition tools such as LinkedIn and Broadbean to attract and screen candidates. Additionally, I worked closely with our ATS (Greenhouse) to manage the candidate pipeline and ensure a smooth and efficient hiring process

Freelancing and Contract Work | Kansas City | July 2018 – January 2020

Amazing Garage Floors (Epoxy Flooring Company) | Storm Digital Media (Digital Marketing Start-Up)

Software Engineer & Project Manager

- Orchestrated the data migration from Excel to a new CRM system, optimizing real-time estimations, customer feedback, mobile payments, and crew scheduling. This innovation, deployed on company iPads, expedited customer feedback to the same day, reduced payment processing to 1 day, and streamlined estimations to just 2 hours, resulting in improved data and job management, along with heightened customer satisfaction
- Built and managed six full-stack web applications overseeing the entire product lifecycle. In close partnership with the digital marketing team, I strategically executed campaigns that resulted in a remarkable 50% increase in organic traffic, a substantial boost from 20% to 60% in click-through rates, and a doubled conversion rate from 2% to 4%. These were built using these technologies: JavaScript, React, REST APIs, HTML, CSS, Node, Heroku, MongoDB, Firebase, Moz, and Google Analytics
- Managed the product lifecycle using Trello in collaboration with the business owner and contractors.
- Adeptly wore multiple hats, balancing software engineering responsibilities while also taking on account management duties, showcasing my ability to handle diverse tasks simultaneously

Education

Bachelor of Science: Economics

University of Kansas

Economics Club

Sigma Alpha Epsilon Fraternity

MERN Full Stack Web Development Certificate

University of Kansas

Certifications

AWS Certified Cloud Practitioner

Amazon Web Services (AWS)

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