William Weber

9901 West Sahara Ave ⯁ Las Vegas, NV 89117 ⯁ (702) 582-8616 ⯁ [wrweberjr@gmail.com](mailto:wrweberjr@gmail.com)

# Talent Acquisition Executive

* **Experience with leading global Talent Acquisitions initiatives.**
* **Well rounded HR experience**, including experience in employee recruitment and retention, staff development, mediation, conflict resolution, Workforce Planning, Succession Planning, HR records management, HR policies development and legal compliance.
* **Demonstrated success in building Talent Acquisition Departments**, developing teambuilding programs, and writing personnel manuals, corporate policies, job descriptions and management reports.

HR Skills

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| HR Department Startup  Employment Law  Mediation & Advocacy  HRIS Technologies  ATS Technologies | Staff Recruitment & Retention  Employee Relations  HR Program/Project Management  Succession Planning  Workforce Planning | Orientation & On-Boarding  Training & Development  Performance Management  Organizational Development  HR Policies & Procedures |

Professional Experience

## Service Repair Solutions — Las Vegas, NV

*Service Repair Solutions is an international automotive IT company that provides software, consulting and to large national repair chains, automotive repair shops and the service drive of car automotive dealerships. SRS has been recognized 3 times by Inc Magazine as one of the fastest growing company in the country. SRS is a 100 million dollar private company which is looking to double revenue in the next 3 years and is in the process of going public.*

Director of Talent Acquisition, Global, Feb 2008 to Present

Built the recruiting department from one recruiter to having 12 direct reports. The company had 170 people when I joined and is now over 650 and will be over 950 by the end of next year. Implemented the company’s first HRIS (ADP) and ATS systems (Taleo). Performed comprehensive salary and market area research. Increased the corporate presence on Social Media. Created, implemented and have constantly refined the recruiting metrics to maximize efficiency without overburdening the recruiters. Instituted SOX policies to ensure compliance. Designed and began the implementation of the company’s first Workforce Planning and Succession Planning initiatives. Created job levels and pay grades. Stay up to date with technology to create innovative and cost effective hiring solutions for North America and our Global software development locations. Responsible for all executive level positions.

### Key Results:

* Responsible for the management of the recruitment efforts for multiple offices across the country and all of our field positions
* Responsible for coordinating recruitment efforts for our multiple global locations
* Directly manage a team of  recruiters, recruitment clerk and HR clerks  (12 direct reports)
* Introduced metrics for the department which increased departmental output
* Oversaw 20%-40% labor increase every year.
* Responsible for department budget and the allocation of funds
* Contributed to the redesign of the corporate career web page and employment branding
* Created the company’s workforce planning and succession planning initiatives
* Created and Chairs the Corporate Culture Committee
* Reduced the usage of staffing agencies by 70% from previous years

## Sprint — Las Vegas, NV

Sprint is one of the leading telecommunications companies in the world.

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| Recruitment Consultant, 2007-2008 |  |

### Led the RFP process to find the pre-hire testing company. Evaluated and redesigned Sprint’s initial attempt to create pre-hire testing. Piloted the finalized program, collected the data, analyzed the results and made recommendations for implementation. As a result the pre-hire testing was rolled out to all of their call centers across the country. Recommended changes to the online application, and worked with IT to facilitate the change. Trained the corporate recruiter and took him to his first job fair. Partnered with the VP to better advertise the advantages of working in Sprints Call center on the website and job recruitment promotional material.

### Key Results:

* The pre-hire testing lessened turnover by 65% and saved the company time and money. It is now being used for all Sprint call center positions.
* Created presentations on sourcing, recruiting, testing and cost analysis.
* Coordinated, developed, and implemented special event recruiting functions such as Job and Career Fairs which increased applicant flow by over 300% and decreased the total recruitment cost to the company by over 50% at our location.
* Participated in director level evaluations of recruiting functions, goals and forecasting

## Accurate Staffing — Las Vegas, NV

Accurate Staffing was one of the 20 largest staffing agencies in Las Vegas. Accurate Staffing was a complete staffing agency that serviced all lines of service. Accurate Staffing had revenue of 11 million dollars.

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| Director of Recruitment 2002-2007 |  |

### Chosen to start the agency, with the VP, from the ground up. Was the Recruiting and Operations Director for the office. Conducted the RFP process and implemented the ATS System (RecruitSoft which was Taleo). Created and implemented all of policies, procedures and processes for the recruiting departments and operations. Created, implemented and have constantly refined the recruiting metrics to maximize efficiency without overburdening the recruiters. Worked with vendors to build our website, create promotional materials, and form a cohesive branding. Recruited, interviewed and hired all of the recruiters, HR professionals and support staff. Had 14 direct reports, monitored their metrics, gave performance evaluations and progressive discipline.

### Key Results:

* In addition to my management duties I personally was responsible for filling over 200 exempt and over 800 non-exempt positions not including call center and sales positions. I had the highest successful placement ratio in the company. Primarily executive, IT and Engineering positions
* Conducted performance reviews, employee termination, counseling and development.  Investigate, document, and determine corrective action plans to address employment practice issues in the workplace. Including incidents involving sexual harassment or discrimination complaints. Also conducted exit interviews.
* Worked with VP to establish business plan to increase sales.

## Ames Department Store — Plattsburgh, NY

National Department Store Chain predominately through the Northeast. Ames had over 700 stores in the US.

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| Total Employment 1990-2001  Clerk/Department Manager, 1990 to 1991 Assistant Store Manager, 1993-1994  Recruiter/Recruiting Manager, 1994 to 1997 Regional Recruiting Director, 1997 to 2001 |

Initially started as a clerk but was quickly promoted to department manager. Due to the exceptionally low turnover in the department I was promoted to Assistant Store Manager and my primary duties were to lower turnover and improve employment branding. The moved over to a Recruiter position when our store was funded for a full time recruiter position. Responsible for the recruitment efforts of 3 stores and assisted with 8 more. Was Promoted to Recruiting Manager and then Regional Recruiting Director, the only one in the company and is responsible for a 3 state territory. Responsible directly for the 11 stores budgeted with recruiting departments and all the rest of the stores in my territory (over 70 others). Responsible for managing a team of 8 recruiters and support staff.

### Key Results:

* Assisted in recruitment for management, senior management and corporate positions
* Was recognized nationally for my recruitment pilot programs
* Completely overhauled the recruitment promotional materials and led the company’s Internet recruitment initiatives
* Increased applicant flow by an average of 350% over the 11 stores and 280% over the region
* Had the lowest turnover of any territory.

Education & Certifications

## Plattsuburgh State UniVersity — Plattsburgh, NY

Bachelor of Arts (BA) in Political Science, Criminal Justice, Sociology, 2000

* First triple major in 11 years.

## BonD University — Robina, QLD

Master of Arts (MA) in Political Science 2002

Of Note

#### Professional Development:

* Spoke at SHRM the three of the last four years.
* Spoke to local associations and businesses about employment processes, resume writing, interviewing techniques and how to improve their ability to get hired
* Completed corporate certified programs in: web 2.0, web 3.0, corporate branding, employment branding, sexual harassment, diversity hiring techniques, EEOP compliance and reporting, recruiting management, training, and employee relations.
* Attended American Management Association seminars on Human Resource Management, branding and recruitment.